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Table with exchange rates for various countries including Austria, Belgium, Canada, Denmark, Germany, Greece, Italy, Japan, Korea, Luxembourg, Netherlands, New Zealand, Norway, Portugal, Singapore, Spain, Sweden, Switzerland, Taiwan, Thailand, UK, USA, West Germany, and Yugoslavia.

FINANCIAL TIMES

CHINA Brakes come off the car industry Page 16

World News Business Summary

Parkinson reaffirms British Coal privatisation

British Energy Secretary Cecil Parkinson, speaking at the annual conference of the ruling Conservative Party, declared the government's intention to privatise the state-owned coal industry after the next election...

Algerian referendum

Constitutional changes in Algeria, involving a new organisation of the executive, are to be put to popular vote in a referendum after recent anti-government rioting...

SA church blaze

Arsonists set fire to the headquarters of the South African Catholic Bishops' Conference in Pretoria. Anti-apartheid activists linked the blaze to other recent attacks on government opponents...

EC-Israel accord

The European Parliament approved by large majorities economic and financial agreements with Israel, ending 10 months of delay and avoiding a big diplomatic rift between Brussels and Tel Aviv...

Chile poll planned

Chile's military ruler, General Augusto Pinochet, defeated in a plebiscite on granting him a further eight years in power, plans direct presidential and parliamentary elections for December next year...

ECN arrest

A senior executive of Bank of Credit and Commerce International in Paris was reportedly arrested by British customs officers in connection with allegations of international drug money laundering...

Franco-Soviet talks

Soviet Foreign Minister Eduard Shevardnadze wound up three days of intensive talks in Paris which have marked a substantial warming of Franco-Soviet relations...

India death warrants

An Indian judge ordered the execution of two men involved in the 1984 assassination of Prime Minister Indira Gandhi, after rejection of appeals by the Supreme Court...

Afghan olive branch

Afghan Prime Minister Mohammed Hassan Sharq offered to meet former King Zahir Shah in Rome and invited other exiled leaders for talks aimed at ending the war with mujahideen rebels...

Frontline spy trials

Three alleged South African agents pleaded not guilty to involvement in a car bombing attack against the ANC anti-apartheid organisation in Zimbabwe...

French banks force revision of Al Saudi rescue plan

FRANCE'S banking authorities had to revise their rescue plan for the troubled Al Saudi Banque in the face of concerted criticism by leading French banks...

EASTERN Airlines

FRANCE's airline, stricken subsidiary of Frank Lorenzo's Texas Air, agreed to sell its prized US East Coast shuttle operation to New York property tycoon Donald Trump for \$650m...

RACAL Telecom

mobile telecommunications subsidiary of Racal Electronics, was valued at £1.7bn (\$2.9bn) for its flotation on UK, US and European stock markets...

BRITISH Gas

took forward its programme of international diversification with a successful \$194.5m bid for a mixed batch of Tenco international oil and gas interests...

FIRST Boston

Wall Street securities firm going private in a merger with its European affiliate, Credit Suisse First Boston, reported stagnant third-quarter earnings of \$41.7m...

OPIC's pricing

and long-term strategy committees will meet in Madrid on October 20, bringing together oil ministers from Algeria, Indonesia, Iran, Iraq, Kuwait, Nigeria, Saudi Arabia and Venezuela...

CARLO De Benedetti

Italian financier, agreed to pay £23.5bn (\$37.5bn) to buy a 10 per cent stake in Enel, the Milan merchant bank...

CANSEE des Depots

French Government financial institution, has taken a 5 per cent stake in Canal Plus, pay television channel, in the latest reorganisation of French broadcasting...

TYSON Foods

leading US producer of poultry products, launched a bid for Holly Farms, third-largest US poultry producer, valued Holly at around \$90m...

NEW ZEALAND'S Government

is taking a fresh look at British Airways' bid for a 25 per cent stake in state-owned Air New Zealand, amid reports that plans for a deal with Qantas, the Australian airline, are running into problems...

Deutsche Bank to bail out Klöckner after futures loss

By David Goodhart in Bonn and Haig Simonian in Frankfurt

DEUTSCHE Bank, Germany's largest bank, last night launched a rescue operation for Klöckner and Company, the privately owned trading and engineering group, which stunned the West German business establishment by announcing a potential loss of DM600m to DM700m (\$377m-\$437m) in oil forward contracts...

Deutsche Bank, which stressed yesterday it was not interested in a long-term holding. Klöckner's potential loss surpasses the DM480m lost by Volkswagen last year in a currency fraud. It appears in this case that poor risk management rather than criminality was to blame...

mounting as the oil price fell. Klöckner reported a net profit of DM8m in 1987, down from DM25m in 1986, and turnover of DM9.8bn, of which DM2.6bn was in oil and gas. But it has shareholders' funds of only DM270m...

The rescue, one of the largest in West Germany, immediately triggered memories of that for AEG, the German electrical and electronics group which was on the verge of bankruptcy in 1982 before a group of banks stepped in...

Mr Peter Henle, the managing board member with responsibility for oil trading activities and a brother of Mr Jörg Henle, the chief executive, has resigned. The Henle family, descendants of the founder Peter Klöckner, directly owns a little under 10 per cent of the company but also controls the 55.8m shares...

Klöckner and Company provided about DM120m in a financial restructuring alongside Deutsche Bank. There was some speculation that Deutsche Bank might press Klöckner and Company to sell one or both of its stakes but the bank, which also has considerable capital tied up in Klöckner-Werke, is more likely to want to shake up all three companies together without outside interference...

Bonn trade surplus jumps 10% in first eight months

By David Marsh in Bonn

WEST GERMANY looks set to chalk up another record foreign trade surplus this year as August exports in August helped boost the surplus to DM2.9bn (\$4.6bn) in the first eight months of the year, 10 per cent up on the figure of DM2.7bn in the same period last year...

foreign exchanges this year - where it has shown a real (inflation-adjusted) devaluation on a trade-weighted basis - has increased German exporters' competitiveness, particularly in Europe. The sharply widening West German trade surplus against other EC countries this year is stoking up gradual pressure for a realignment of currencies within the European Monetary System...

successive upwards revision from the Government's forecast of 1.5 to 2 per cent growth at the beginning of the year. Yesterday's statistics, showing a trade surplus in August of DM2.9bn compared with DM6.5bn in August 1987, overstate the summer boom in foreign sales. The August figures - showing a sharp rise in exports to DM44.2bn, 38 per cent above the level 12 months ago - were inflated by inclusion of some foreign sales from earlier months which were excluded in previous figures as because of new statistical procedures...

Suntory and Allied-Lyons in share swap and marketing deal

By Tony Jackson in Tokyo and Christopher Parkes in London

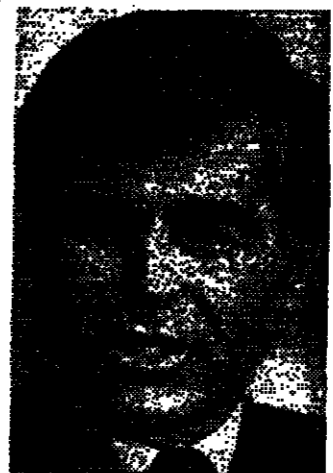
THE RESTRUCTURING of the world drinks industry shifted to Japan yesterday with the formation of an alliance between Suntory, Japan's biggest liquor company, and Allied-Lyons of the UK. The deal includes setting up a joint venture company to manage and market Allied's portfolio of spirits and fortified wines in Japan and an exchange of shares between the two groups...

by the Japanese group and 49 per cent by Allied will impact and market the UK group's brands and distribute them through Suntory's sales force. Allied said yesterday that Suntory would pay ¥10bn for the rights to handle its brands, bringing the total net inflow of cash to Allied resulting from the portfolio of spirits and fortified wines in Japan and an exchange of shares between the two groups...

due to be increased, allowing imports to compete more freely. Suntory has handled some of the British group's brands in Japan since 1970, and has been particularly successful with Canadian Club whiskey, but Allied's full range is currently spread among 20 distributors. Sir Derrick Holden-Brown, Allied chairman, said in London yesterday that the deal was in no sense a defence against Bond Corporation of Australia, which has recently increased its stake in the UK group to 11 per cent...

MARKETS section containing financial data for various markets including Taiwan, NYSE, London, and interest rates.

CONTENTS section listing various articles and their page numbers, such as 'West Bank's status torments political debate in Jordan' and 'US chemicals industry: Shortfall sparks about-face on ethylene imports'.



Dukakis: a big win needed

Debate is big chance for Dukakis recovery

By Stewart Fleming in Washington

GOVERNOR Michael Dukakis of Massachusetts, still trailing in the opinion polls, spent yesterday preparing for the final television debate with Vice-President George Bush, aware that he needs a decisive victory if he is quickly to seize the initiative from his Republican rival...

EC budget cut likely as food prices rise

By David Buchanan in Strasbourg

AFTER years of over-spending, the European Community is to cut back its 1989 budget by more than Ecu1bn (\$1.1bn) because rising world food prices are cutting export subsidies and its booming economy has brought in more customs receipts...

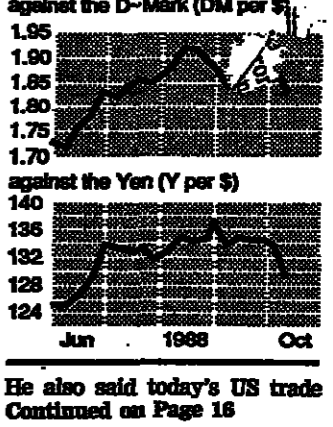
This gap has been further narrowed in terms of the Ecu, the European currency unit which represents a weighted basket of EC currencies, by the recent rise of the dollar against the Ecu. But, again showing caution, the Budget Commissioner said that this currency trend "is still considered too unstable to incorporate in a rectified budget."

He also said that the Community will have a surplus of Ecu1bn this year to carry over to next year, because Europe's buoyant economic growth has sucked in higher-than-anticipated imports, the duties on which are pledged to the EC budget. Mr Frans Andriessen, the EC Farm Commissioner, yesterday announced plans for restrictions on Community intervention buying of beef, likely to save Ecu100m from next year, and harmonisation of sheep-meat premiums, expected to save Ecu500m from 1990...

Dollar undermined by US trade fears

By Simon Holberton in London and Janet Bush in New York

THE DOLLAR continued to fall against leading world currencies, undermining prices for equities and bonds in London and New York yesterday, amid fears over today's US trade report. Sentiment towards the US currency was not helped by Mr Satoshi Sumita, Governor of the Bank of Japan, the Japanese central bank, whose remarks about the dollar were taken by Japanese currency traders as a reason to sell...



He also said today's US trade Continued on Page 16

THE INSIDER'S GUIDE TO EUROPE. THE FINE ART OF FLYING AIR FRANCE. Advertisement listing 94 destinations and providing a detailed flight schedule.

EUROPEAN NEWS

France prepares for opening of its market to foreign mutual funds

By George Graham in Paris

THE FRENCH Government yesterday put forward a bill aimed at bringing the country's mutual fund legislation into line with new European Community requirements.

expected to be overturned when the EC directive allows foreign funds to be sold freely in France.

Finance ministry officials said the details of the mutual fund bill, which is expected to pass through Parliament in the current session, have not been finalised, but the ancillary rules are expected eventually to end the requirement for French Sicavs to invest 30 per cent of their portfolios in bonds, even if their primary aim is equity investment.

Copenhagen changes mind on indirect taxes

By Hilary Barnes in Copenhagen

THE DANISH Government has set up a ministerial committee to consider how indirect tax levels can be brought into line with those in other European Community countries.

cal of the harmonisation proposals put forward by the European Commission said Mr

taxes of Dkr136bn last year and total public sector tax revenue of Dkr389bn.

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EC-Israel accords approved

By David Buchan in Strasbourg

THE EUROPEAN Parliament yesterday approved by large majorities economic and financial agreements with Israel, thus ending 10 months of delay and avoiding a serious diplomatic rift between Brussels and Israel.

European companies stake a claim in workstation market

By Terry Dodsworth, Industrial Editor

SEVERAL OF Europe's leading computer and semiconductor manufacturers are joining forces on a research programme aimed at establishing a European presence in the fast-expanding workstation market.

users many of the facilities associated with personal computers, but with much enhanced power and far more sophisticated display and graphics systems.

machines will also be included. One problem Europe has faced in trying to create an indigenous industry in this sector is the absence of a well-established European-owned manufacturer of microprocessors, the semiconductors which provide the basic processing power in desk-top computers.

Freeing of interest rates worries Turkish industry

By Jim Bodger in Ankara

PRIVATE INDUSTRY in Turkey yesterday expressed concern about the impact of the Government's decision that all deposit interest rates would be freed from tomorrow.

returns are to rise by 63 per cent. Imports are estimated at \$16bn, and exports at \$12bn.

Brussels seeks delay in Dutch pollution move

By Tim Dickson in Brussels

THE EUROPEAN Commission yesterday made a new move to try to break the political deadlock over EC plans to halve exhaust pollution from small cars over the next five years.

The Dutch proposal was a major factor in France's decision to withdraw its support for emission standards of 3 grammes per test cycle for a combination of nitrogen oxides and hydrocarbons which a "specialised" majority of member states had agreed to implement by 1992/93.

I G Metall calls for closer union links inside multinationals

By David Goodhart in Bonn

THE GIANT West German metalworkers' union, I G Metall, is trying to breathe new life into the idea of transnational works councils in response to the greater mobility of capital expected in a barrier-free Europe.

systems, international bargaining over pay is not feasible.

Paris talks add warmth to Soviet relations

By Ian Davidson in Paris

THE Soviet Foreign Minister, Mr Edward Shevardnadze, yesterday wound up three days of intensive talks in Paris which have marked a substantial warming of Franco-Soviet relations.

But his visit has also been marked in striking counterpoint by a restatement from President Francois Mitterrand of France's commitment to modernising its independent nuclear deterrent, and to solidifying with NATO.

Spanish viewers wait for dawning of a new television age

Peter Bruce reports that Madrid has yet to show its hand in plans to introduce private TV in the next two years

IF Mr Jose Barrionuevo thought life as a Spanish Cabinet Minister was going to be any quieter following his shift sideways to Transport and Communications, he is probably having second thoughts.

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Moscow plans to bring in major tax reforms

By Quentin Peel in Moscow

THE Soviet Union is planning to introduce major tax reforms, alongside its politically explosive price reform, at the beginning of 1990.

Warning to officials in Kosovo

By Judy Dempsey in Belgrade

YUGOSLAVIA'S Communist leaders, in an apparent attempt to lower political tensions, have stopped short of backing Serbian demands for a National Front in the event of an attack on West Germany, he said.

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Spanish viewers wait for dawning of a new television age

IF Mr Jose Barrionuevo thought life as a Spanish Cabinet Minister was going to be any quieter following his shift sideways to Transport and Communications, he is probably having second thoughts.

Much of the fury has now passed and an agreement is likely soon. But tomorrow the Minister is due to pass a decree outlining the technical framework under which new privately-owned commercial networks will operate and his troubles will really have begun.

Country each control a regional channel. Channel 33, in Catalonia, will be its second and is probably a defensive move by the conservative regional administration ahead of the coming liberalisation.

hoped, would be in place before the 1992 Olympic Games in Barcelona and the World Expo in Seville.

entering private television and has been negotiating a series of contracts to supply established regional networks - Basque, Galician and, presumably next, Catalan television - with programmes.

DEREGULATION OF BROADCASTING

In London for a few months this year, appears to have thrown even more potential licences, including Mr Robert Maxwell who had 10 per cent of the defunct channel, into the ring.

Teletonica, meanwhile, has already reserved two transponders on France's Eutelsat-1 F1 for Spain's new television age and the Government has asked six tenders from a number of satellite consortia for a satellite of its own. That, it is

Mr Maxwell is also thought by analysts to be almost certain to seek a stake in a consortium bidding for one of the new private channels. He is extremely well connected in Spain and has already shown an interest in Spanish newspaper publishing, but says Mr Luis Angel de la Vinda, a leading Madrid media consultant, "I think Maxwell will wait to see how the market is going. But he will come in regional and then private national networks preparing to enter the business, almost everyone, it seems, is playing cards close to their chest. Part of the problem is that even the existing public national networks and all the regional fund themselves through advertising (they also all receive varying degrees of state or local aid) and the profitability of new commercial channels is difficult to forecast."

Mr Silvio Berlusconi, the Italian entrepreneur, appears to have already abandoned any hopes he might have had about

Mr De la Vinda estimates that it will cost around Ptas 25bn to set up a new private channel in Spain and the risk has been amplified by threats by the political opposition in Spain to test the new broadcast laws in the constitutional courts. One important factor in that calculation is the wheels of Spanish justice grind very slowly and that the laws passed by the Socialist Government will stand unless they are rejected by the courts.

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OVERSEAS NEWS

Tokyo stock market scandal turns to farce

By Stefan Wagstyl in Tokyo

The drama of a stock market scandal which has gripped Japan for the past three months turned to farce yesterday when a team of politicians investigating the affair went to hospital to interview their chief suspect.

Mr Kiyomasa Ezoe, the businessman at the centre of the scandal, received his distinguished visitors in his pyjamas and a dressing gown and told them virtually nothing.

After an hour, the seven politicians trooped out of the hospital before the eyes of dozens of journalists and a waiting coach to return to the Diet (parliament).

Mr Shin Kanemaru, the investigating team's leader and the Prime Minister's closest adviser, then revealed to a packed press conference how little they had learnt from Mr Ezoe.

Nevertheless, members of the ruling Liberal Democratic Party said they hoped the interview with Mr Ezoe would satisfy opposition leaders' demands for a full investigation of the affair.

The scandal erupted in June when newspapers disclosed that Recruit, an employment agency run by Mr Ezoe, had privately sold shares in Recruit Cosmos, a property subsidiary, to leading business and political figures.

Mr Ezoe resigned as Recruit's chairman and went into hospital in July with "psychosomatic" problems, including loss of appetite and insomnia. He refused to attend meetings of the parliamentary committee investigating the affair, pleading sickness.

However, many Japanese wonder how ill Mr Ezoe really is, including one member of yesterday's parliamentary delegation who came out from hospital saying that he could see no reason why Mr Ezoe had become unable to come to the Diet.

The affair has a very serious side, since the investigation has strayed into a highly sensitive debate about controversial tax reform proposals, on which Mr Noboru Takeshita, the Prime Minister, has staked his political future.

But yesterday many Japanese were more interested in regaling each other with Mr Ezoe's testimony, especially his claim that shares were distributed to politicians not to influence them but because people in respectable positions in society would make good shareholders.

Sudan to stand by Sharia law

By Julian Ozanne in Nairobi

MR ABDULLAH el-Tourabi, Sudan's Attorney-General and leader of the National Islamic Front, said yesterday the Government was fully committed to the revival of Islamic Sharia law.

The Sharia penal code lays down punishments including stoning of adulterers and amputation of hands for theft, and has been extremely controversial in Sudan. Its introduction in 1963 by Col Jaafar Numeiri was one reason why the mainly Christian and animist south took up arms against the Muslim Government in Khartoum.

IMF considers three-year financing for Philippines

By Stephen Fidler, Euromarkets Correspondent

A TEAM from the International Monetary Fund is scheduled to visit Manila towards the end of this month to resume talks on a possible three-year financing for the Philippines. The Philippines is understood to be seeking about \$900m under the facility, and negotiations are said so far to have been progressing satisfactorily.

Most financings from the Fund have a shorter duration - of a maximum 18 months - and it is quite rare for a three-year programme, known as an Extended Fund Facility, to be established for the largest debtors. Such facilities usually accompany comprehensive economic programmes and the Fund is expected to seek action, among other things, to increase exchange rate flexibility, reduce the fiscal deficit and continue liberalisation of imports and the privatisation of state-owned corporations.

It will also require other new

Referendums to decide Algerian political reform

By Victor Mallet in Algiers

PRESIDENT Chadli Bendjedid of Algeria, taking the initiative after widespread anti-government rioting, last night announced plans for political reforms that would give ordinary Algerians more say in the running of their one-party state.

In a communique, President Chadli said there would be two referendums in the months ahead. The first, on November 3, would decide on a new role for the prime minister. In the second referendum, on a date

yet to be announced, the people would be able to give their verdict on a more wide-ranging package of reforms.

The President said he was aiming for a "democratisation" of politics. He has moved quickly in an attempt to neutralise hardliners in the ruling party, the Front de Liberation National, who oppose his policies of economic and political liberalisation and blame the riots on recent austerity measures.

Yesterday, the President

lifted the state of emergency imposed on Algiers and its suburbs during a week of nationwide riots.

Between 200 and 500 people are thought to have been killed by the security forces, but yesterday life appeared to be nearly normal in the capital.

The army was mostly withdrawn from the town, although a few tanks remained in prominent positions in the city centre. Stores were crowded with shoppers,

traffic jams reappeared, and the night-time curfew was lifted.

Mr Chadli's announcement is seen by Western diplomats as an attempt to bypass the old-timers in the party who are bitterly opposed to Algeria's version of perestroika, which has included the breaking up of giant state corporations into more manageable and accountable units.

Francis Ghiles adds: the scarcity of consumer goods, which

helped to spark off the bloody riots in Algiers and some provincial cities, has suddenly ended in shops in Algiers and Oran, Algeria's second largest city.

Somolima, which forms the basis of the national dish of couscous, rice, butter, cheese, lentils and coffee have become widely available in the last few days. Furthermore they can be bought at prices which are a fraction of the black market ones which fuelled considerable resentment throughout the summer months.

The reasons for this sudden abundance are not entirely clear, but the authorities have ordered state-run warehouses to move stocks as quickly as possible.

The army may also be playing a role behind the scenes. Indeed, however much many senior officers may be disliked, the vast majority of junior and middle ranking officers are very close to ordinary Algerians.

Paris embarrassed by the brutality of repression

By Paul Betts in Paris

MR ROLAND DUMAS, the French Foreign Minister, yesterday responded to mounting political embarrassment in France about the violent repression of the Algerian riots, saying that France and the international community "must show solidarity with Algeria".

However, his response was not expected to defuse the increasing controversy over the Government's attitude to the Algerian crisis.

Until yesterday, the Socialist government had remained silent on the deaths of demonstrators in Algeria, on the grounds that it was unwilling to interfere in the internal affairs of the country.

But with the revelation that the death toll may have risen to as high as 500 people, mostly young Algerians, widespread indignation has erupted in France with accusations that the political establishment has been applying dubious double standards over its human rights commitments.

Mr Dumas addressed the issue for the first time yesterday in the French National Assembly. He said it was too early to pass a definitive judgment on the recent events in Algeria but added it was important to try to find solutions to a dramatic situation.

He expressed the hope that the proposed reforms announced this week by President Chadli Bendjedid of Algeria would provide the necessary relief to improve the situation.

However, Mr Dumas's remarks appeared to confirm the government's difficulty in adopting a clear-cut position on the Algerian crisis. This has now brought to the fore once again all the uncomfortable ghosts of France's colonial past and highlighted the country's gulf-ridden sentiments over its special relations with North Africa, and especially Algeria.

The issue is all the more embarrassing for the French left, because it is obviously extremely difficult, if not impossible, for members of the Socialist establishment - who campaigned for the independence of Algeria and France's other African colonies - to acknowledge that the post-independence Algerian regimes have hardly lived up to their expectations and have proved to be both repressive and inefficient in addressing the country's chronic problems.

French newspaper and radio editorials have criticised the political silence in France over the Algerian riots while North African immigrant communities have angrily demonstrated their indignation over the Government's attitude.

Mr Pierre Mehauguier, the leader of the centrist ODS political movement, has been the only prominent French politician to condemn openly the brutality seen in Algeria during the past few days. Newspaper editorials have also claimed double standards by the French establishment, which has always been quick to express indignation against repression and human rights violations in countries such as South Africa, Chile, Turkey or in the eastern bloc, but has sought to argue that Algeria was a case apart.

The issue has been made all the more complicated because of the delicate economic relations between France and Algeria. France is currently renegotiating its long-term gas contracts with Algeria, with the Algerian authorities demanding that Paris continue to pay a special "political premium" for its gas imports.

This "political premium" reflects not only the historical relationship between the two countries but also the fact that the bilateral trade balance between the two countries is heavily weighted in favour of France.

Arsonists hit church in S Africa

By Anthony Robinson in Johannesburg

ANTI-APARTHEID activists yesterday linked the fire-bombing of the Pretoria headquarters of the South African Catholic Bishops Conference to a series of unsolved attacks on government opponents which began in May last year with the blowing-up of the headquarters of the Cosatu trade union federation.

Six clerics, including two bishops and an elderly Irish nun, were rescued from a second floor balcony after an early morning explosion in the basement. Police said paint and petrol had been splashed on walls and corridors and ignited.

A bomb last month destroyed Khotso House, Johannesburg headquarters of the South African Council of Churches, which also housed several trade unions and the Black Sash civil rights movement.

The latest attack, and a similar bomb attack against the offices of a Namibian newspaper in Windhoek yesterday by a group calling themselves the "White Wolves" comes in the midst of a defiance campaign by the Catholic, Anglican, coloured Dutch Reformed, Methodist and other church leaders against the forthcoming municipal elections.

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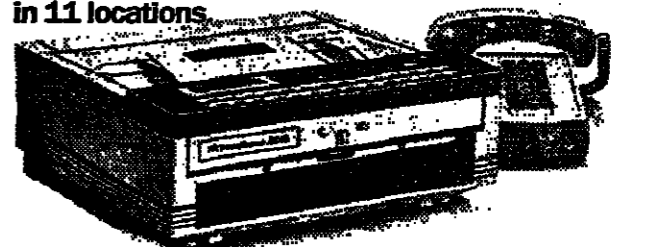
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OVERSEAS NEWS

Pollution protest shuts Taiwan chemical plants

By Bob King in Taipei

ANGRY demonstrators have shut down 17 leading petrochemical plants in Taiwan's southland because of alleged environmental pollution...

Provinces spurn Peking attempts to rein in economy

By Colina MacDonnell

CHINA'S leaders are having a tough time trying to impose a freeze on capital construction and bureaucratic wheel-dealing...

economic independence. Because the wool-producing province of Gansu has put up some 30 woollen textile plants...

behaviour. They claimed power throughout their jurisdictions over the economy and simply told the local Peking representatives to keep quiet...

Polisario weighs up war and compromise with Hassan

Supporters of a deal with Morocco contend with the temptation to use force, reports Francis Ghiles

ON FRIDAY September 16, one of the fiercest North African battles in years took place around the Oum Draiga section of the 1,000 mile wall which surrounds the Moroccan held section of the Western Sahara...

King Hassan of Morocco was not prepared to grant the kind of autonomy needed to draw Polisario into giving up its campaign for an independent Western Sahara...



King Hassan: adamant over not negotiating with Polisario

King Hassan's adamant refusal to negotiate with Polisario is worth seeking. However Mr Brahim Ghali, the man who for 13 years has been in charge of military operations, remains - a clear indication that Polisario is not giving up the possibility of using military pressure...

Legislators choose oath to the Hong Kong people

By John Elliott in Hong Kong

TWELVE soberly dressed members of the Legislative Council of Hong Kong yesterday formally replaced their existing pledges of loyalty to the Queen of Great Britain with a declaration of loyalty to the people of Hong Kong...

Government and the Hong Kong people and we therefore feel we should show our allegiance to the people of Hong Kong," said Mr Martin Lee...

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WORLD TRADE NEWS

Comecon eyes detailed negotiations with EC

By Quentin Peel in Moscow

COMECON, the Soviet-led state trading bloc, has agreed on eight major areas of co-operation it wants to negotiate with the European Community, ranging from the environment to technical standards.

However the 10-nation group appears to be in increasing disarray over how to push forward the process of its own internal integration, with countries like Romania and East Germany resisting attempts to promote closer economic relations.

A meeting of Comecon's executive committee, involving the deputy prime ministers of the member states, agreed on the negotiating mandate with the EC in Moscow this week, but on little else.

The East and West European blocs have recognised each other only since last June, after the Soviet Union in particular dropped its long-standing refusal to do so.

Comecon countries are increasingly concerned about EC plans for a barrier-free internal market by 1992, which could leave Comecon even more strictly excluded.

Attempts to match the EC integration process have run into severe political differences. This week, only seven of the 10 members agreed on a plan to set up a commercial bank to finance joint ventures,

but it will go ahead regardless, Mr Stefan Zawodzinski, a deputy secretary of Comecon, said in an interview.

There was also a difference of opinion over how to introduce a convertible rouble within the organisation, which was the subject of a wide-ranging debate without conclusion.

Another controversial move is an instruction to Comecon's two existing banks - the International Investment Bank and Economic Co-operation Bank - to review their finances, and propose moves to cut losses, such as increased interest rates on loans to member states.

Mr Zawodzinski, the deputy secretary responsible for external relations, said Comecon will be proposing eight areas for co-operation in its negotiations with the EC, with a first round of talks expected in Brussels next month.

They are environmental protection, transport, technical standards, science and technology, energy, N-power, statistics and economic forecasting.

The Communist bloc has avoided proposing an overall trade question for the talks, in the knowledge that the EC insists such issues can only be negotiated bilaterally with individual Comecon members.

"We are being pragmatic," Mr Zawodzinski said. "It seems to me that in all these different

fields we shall find some common language. At every step we shall stress the need for mutual advantage. We do not want to take anything free of charge."

He said that in each area, Comecon would prefer to deal with a limited range of specific subjects - such as preventing acid rain in the environmental field - rather than broad generalities, in the hope of reaching practical agreements.

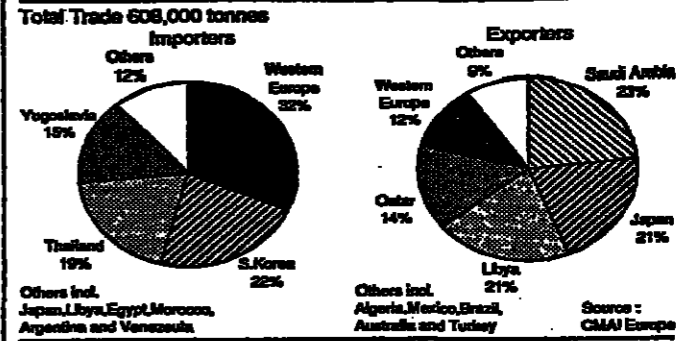
Possibly the most important area of all would be technical standards, and the desire of Comecon to be included in setting standards likely to determine any future entry into a single European market.

He admitted that the meeting had seen a wide range of opinions. Three member states, which he would not identify, refused to go along with the plan for a joint venture bank.

On the question of the convertible rouble, he added that all 10 members agreed on the long-term aim, but did not agree on how to get there.

As for the requirement for the existing Comecon banks to pay their way "to act like banks", Mr Zawodzinski admitted that any proposal to raise their very nominal interest rates would cause problems for the poorer borrowers, like Vietnam, and Cuba.

World Ethylene Trade 1987



Shortfall sparks US about-face on ethylene

Peter Marsh explains why US industry is turning to imports

LIKE shipping coals to Newcastle, was one of the chemical industry consultant's descriptions of the US decision to start importing the commodity chemical ethylene.

Imports of the material, one of the basic feedstocks of the chemicals business with world sales of about \$30bn a year, are virtually nil in the US, which in normal years produces all the ethylene it needs from its own oil and natural gas.

1988 is, however, by no means normal for producers and users of ethylene, a raw material for thousands of chemicals products including many basic plastics such as polyethylene and polyethylene.

In the early part of the decade, the world was producing too much ethylene, but demand for the chemical in recent months has started to outstrip supply - especially in the US, home of the world's biggest chemical industry.

The shortages are the result of surging demand for chemicals in many countries and the fact that, since the world recession at the beginning of the 1980s, many big chemicals concerns have been slow to reinvest in new plants that could otherwise have coped with the increased demand.

The production shortfalls have led to an upward spiral of ethylene prices over the past 18 months, together with a spate of somewhat belated announcements of new ethylene plants, which should ease supply problems over the next few years.

Other producers of ethylene which might have some material to spare over the next few years include Brazil, Saudi Arabia, Mexico and Japan. Libya is a big exporter of ethylene - which it sells mainly to Europe - but shipments to the US are unlikely on political grounds.

The sheer logistics of transporting the substance around the world also presents a problem. At normal temperatures, ethylene is a highly inflammable gas.

When it is shipped, it has to be cooled to below its boiling point of -104 deg C. This requires the use of special vessels fitted with low-temperature cooling systems.

In Europe, ethylene is routinely transported by ship for relatively short journeys. But observers think it would be a different matter to transport the hazardous cargo thousands of kilometres from plants in Europe or the Middle East to the new terminal in Texas.

The transport difficulties are one reason why total shipments of the material are fairly small. The industry generally prefers to move the substance by pipeline along short distances between chemical plants.

Last year, world ethylene shipments came to 608,000 tonnes, about one-hundredth of total consumption, according to CMAI Europe, a chemicals industry consultancy.

Logistics might force Exxon and Chevron to rely for their ethylene on cargoes from fairly close to the southern US - such as from South America.

With both companies being extremely unwilling to discuss their policy, chemicals-industry analysts are watching for the first signs of unloading activity at the new terminal for evidence that the various problems have been overcome.

Logistics

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Pipeline

The shortfalls also sparked off the US ethylene import scheme, a joint venture between chemical companies Exxon and Chevron.

The companies are building a terminal on the Houston Ship Canal in Texas which will take loads of ethylene from ships and transport them into a pipeline linking many big US chemicals plants on the Gulf Coast.

Exxon and Chevron say for commercial reasons they can divulge few details about the importing operation. They are not disclosing how much the terminal is costing, although this may be about \$15m.

It is thought that the companies aim to ship into the US no more than about 100,000 tonnes of ethylene a year - a small amount given that one ethylene plant can produce five times this quantity and that annual US consumption of ethylene is running at about 16m tonnes.

The psychological effect of shipments is likely to be substantial, however, according to Mr Darryl Aubrey, an industry analyst at Chem Systems, a chemicals consultancy in Tarrytown, New York. "Exxon and

More chips for Hitachi

HITACHI says it will sharply increase semiconductor purchases from the US and other countries, AP-DW reports from Tokyo.

Hitachi, Japan's largest maker of electric and electronic products, said yesterday the company's semiconductor purchases will climb to at least ¥142m (\$28m) in fiscal 1988 ending next March, from about ¥100m in the previous fiscal year. Officials said more than 80 per cent of those semiconductors will be imported from the US.

The company said it was possible imports might rise as high as ¥150m. Earlier this year, Hitachi had anticipated an increase to about ¥150m in fiscal 1988 but it decided to revise the purchase plan in view of better-than-expected demand for electronic products.

In line with Japanese government efforts to reduce semiconductor imports and ease trade frictions with the US, Hitachi, along with other Japanese electronic companies, has been boosting semiconductor imports since 1984.

Peking in \$400m mill venture

CHINA and the Soviet Union are preparing their first major joint venture, a pulp mill, involving an investment of \$400m to be shared equally, the official China Economic News Service said, Reuters reports from Peking.

The mill, in Heilongjiang in north-east China, will have an annual output of 250,000 tonnes of bleached sulphate soft pulp, mostly for sale within China and the rest for export to balance its foreign exchange accounts.

The Soviet Union will supply 1.5m cubic metres of timber a year, mostly hard pine, and China will provide coal, salt, electricity, oil and other materials. The Soviet side will supply pulp-making equipment and technology. Advanced equipment that neither country can provide will be imported. Construction of the mill is due to begin in 1990 and operations to start in 1992.

The New China News Agency has also reported that a five-member delegation from the Bank of China is visiting the Soviet Union to sign two agreements covering co-operation in banking and settling of accounts in barter trade. But it added that problems such as opening a bank account and settling a trade account still have to be settled.

Chinese customs figures show bilateral barter trade in the first eight months of 1988 was worth \$1.5bn, an increase of nearly 30 per cent on the same 1987 period.

Fiat challenges UK on Nissan local content

By John Wyles in Rome

BRITISH government claims that the passenger saloon being produced by Nissan at its new British plant has at least 60 per cent local European content are being disputed by Fiat, the Italian carmaker currently heading the European sales league.

Mr Vittorio Ghidella, the managing director of Fiat Auto, said in an interview this week that a detailed study of the Nissan vehicle had revealed that only 30 per cent of its parts were clearly of European production.

A further 23 per cent was "ambiguous" in the sense that the origin and working of the parts could not clearly be established as European, while the remainder was definitely of non-European origin.

The local content issue is at the centre of a row between the Britain and France following Nissan's announcement that it will include the Nissan Bluebird inside the quota pegging Japanese imports into France at 3 per cent of the national car market until the local EC content reaches 30 per cent.

The Italian government has not yet taken a position on the local content issue although senior ministers are convinced of the need for an EC policy regulating Japanese car imports and those products made in the European Community.

They believe that Japanese motor cars pose one of the most serious problems in relation to the opening of the internal market.

Currently, there is no official EC rule setting 60 per cent as the benchmark for an EC product, but Britain, with some European Commission backing, says it has become so under existing Community practice.

Mr Ghidella said Fiat was happy to face Japanese competition when they were producing vehicles on the same basis as European manufacturers.

He thought that the French government was right to react to the problem but did not expect Italy to act likewise.

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More cash expected for nurses wage award

By Charles Leadbeater and John Gapper

THE GOVERNMENT has not ruled out providing more money to fund the 15.3 per cent nurses pay award, Mr Kenneth Clarke, Health Secretary, is expected to tell the Conservative Party conference at Brighton today.

He will reiterate that the Government believes there is little point in further negotiations with nursing unions over the key issue of how the re-grading of sisters who share responsibility of wards.

Despite continued protests by unions and opposition politicians yesterday, Mr Clarke insisted the Government would press on with implementing the new clinical grading structure for 487,000 nursing staff.

Mr Clarke maintained his refusal to meet union representatives at Brighton after the breakdown of talks in the nursing and midwifery staffs negotiating council on Tuesday night. Union leaders have called for arbitration on the sisters' re-grading.

The unions and the National Association of Health Authorities have estimated that an extra £100m to £200m will be needed to implement the new structure in addition to the £88m already allocated by the Government.

The Government is examining preliminary regradings submitted by health authorities, and several authorities have been asked to revise their gradings in order to prevent regional variations.

Mr Clarke is expected to tell the conference that extra funding for the nurses' pay award will not eat into funding for other parts of the National Health Service.

Health spending is understood to have been a relatively uncontroversial part of this year's public spending round.

Mr Trevor Clay, general secretary of the Royal College of Nursing, said unions believed there was still room for negotiation over the re-grading of ward sisters.

He said there was still widespread support for the nurses' case.

Prescription forced on nurses, Page 14

Child benefit and defence hinder spending accord

By Peter Riddell, Political Editor, in Brighton

THE DEFENCE budget and the future level of child benefit have emerged as the most difficult obstacles to reaching agreement of next year's public expenditure plans.

This follows progress in intensive talks held at Brighton this week between Mr John Major, Chief Secretary to the Treasury, and other ministers attending the Conservative Party conference.

Overall, the difficulties have been narrowed down to defence, health, transport, and the child benefit aspects of social security.

Mr George Younger, Defence Secretary, is pressing for a substantial increase in defence spending above existing plans to maintain the policy of ordering at least three new frigates a year, and to purchase new equipment for the army, especially a new range of tanks.

On child benefit, Social Security ministers are furious with the Treasury's insistence that child benefits should be frozen at £7.25 a week per child for the second year running. This would save nearly £130m a year.

The Department of Social Security is seeking to increase child benefit only in line with the past year's inflation, an increase of 40p a week. It is not proposing to recoup the previous freezing of benefit.

Social Security ministers believe increasing child benefit is the best way of helping poor families.

Agreement has been reached, or is near, on the education, Home Office, energy, agriculture, employment, and Trade Ministry budgets.

It has also become clear that agricultural spending next year will be less than expected. This is the result, both of reforms in the Common Agricultural Policy agreed in the spring and of a substantial fall in export refunds on cereals, produced by the impact of the US drought.

In addition to these savings, the Treasury also has the benefit of the sharp fall in unemployment.

However, savings here of £1bn have been largely offset

by increased spending on housing benefit, on invalidity payments and other changes.

It is still uncertain whether the Star Chamber committee, which arbitrates spending claims between departments, under the chairmanship of Mr Cecil Parkinson, Energy Secretary, will be called into operation at the end of next week if the ministerial talks appear stalemated.

Those close to the process believe the Star Chamber will have to operate, given the difficulty of some of the unresolved budgets. There is some expectation that Mr Younger will want to settle beforehand.

There has been some annoyance among ministers about the jockeying between the Treasury and Mr Parkinson for the credit of settling next year's spending plans.

The Treasury would like everything resolved without recourse to the Star Chamber. Mr Parkinson has said publicly the threat of its existence is enough to force ministers to make concessions without a meeting being held, as happened last year.

Apart from Mr Parkinson and Mr Major, the Star Chamber members will be Mr John Walsham, Leader of the House of Commons, Mr John MacGregor, Agriculture Minister and a former Chief Secretary to the Treasury, and possibly Mr Tony Newton, Chancellor of the Duchy of Lancaster.

Mr John Moore, Social Security Secretary, raised a question over the future of benefits for some single parents, in the Government's continuing welfare revolution, FA reports from Brighton.

He said that the Government's review of social security would continue, with the aim of encouraging "independence, self-reliance and personal responsibility."

He also signalled a crack-down on fathers who paid nothing towards the support of their wives and children, and promised tougher measures against adults who claimed unemployment benefit "without making any real effort to find work."

THE CONSERVATIVE PARTY CONFERENCE AT BRIGHTON

'Active citizenship' urged to help tackle crime wave

By John Mason

A CALL by Mr Douglas Hurd, the Home Secretary, for "active citizenship" to form the basis of the fight against crime yesterday convinced a Tory conference which had voiced its traditional demands for tough new initiatives.

Mr Hurd faced the rough ride often given to Tory home secretaries, including demands for the restoration of capital punishment.

But his insistence on the importance of greater individual responsibility won him a standing ovation.

He was also cheered when he announced new pilot projects for electronic tagging of people awaiting trial and a further increase of 1,100 in the number of police.

The conference gave emphatic support to demands for the death penalty and an *ad hoc* vote showed representatives substantially in favour of its re-introduction.

Mr Hurd faced cries of "Shame" when he said parliament had voted against the death penalty. He agreed the issue would continue to arouse strong opinions, but insisted that capital punishment could never be the answer to all crimes of violence in general.

Explaining the need for "active citizenship", he said that increasing police manpower and penalties would not be enough if the steady flow of new criminals from schools and homes continued.

"The challenge of the 1990s is to rekindle our nation's strong tradition of citizenship. What we have to do is grub up the roots of crime and that is the way to do it."

"The game of dodging responsibility, the game of passing the parcel from one group to another just has to stop," he said.

This meant parents, schools and broadcasters taking responsibility for their influence on the young.

"We want not just a properly-owning but a responsible democracy. That is why the accusation that ours is a selfish creed or a selfish party simply does not stick."

He said crime prevention measures had started to work, reducing some less serious



Police check Douglas Hurd's conference pass yesterday

Mr Thatcher.

Mr Roy Hattersley, shadow Home Secretary, accused Mr Hurd of "sloppiness" in failing to make clear in his speech that tagging was intended as an alternative to remand custody rather than to bail.

He accused Mr Hurd of opting to "go for the headlines instead of producing policies which will actually reduce crime."

Tagging was "a farcical system which has failed in the US and is inoperable in Britain" and was opposed by the probation service and others who would be most closely involved.

The proposal was attacked by Mr Frances Cook, director of the Howard League, the penal reform group.

"It is bizarre and unprincipled to use electronic shackles on people before they have gone for trial, when new legislation will be needed to use tagging on convicted prisoners," she said.

Mr Harry Fletcher, assistant general secretary of the National Association of Probation Officers, said: "Evidence from the United States shows the device has not reduced the prison population."

Trading reformers win time to debate sanctity of Sunday

Michael Cassell looks at the resurgence of a potentially divisive issue

THE subject, says one of the protagonists, "will split the party from top to bottom. It is the issue which brings the principle of individual freedom right up against the sanctity of family life."

The issue which threatens to inject an element of high passion and dangerous uncertainty into a conference week of numbing predictability, is none other than the reform of Sunday trading.

There must have been a deep, collective groan from an executive committee for whom dissent is a dirty word when it became clear that the controversial issue had topped a ballot to fill one of two vacant slots in the week's debates.

Today, the conference will address a motion which calls for "sense and consistency" in Sunday trading laws and which recognises the potential growth and employment opportunities they could generate. The debate will give fresh impetus to an issue that has already embarrassed the present Government and could do so again.

In 1985, the Government's attempt to reform the 40-year-old Sunday shopping laws collapsed in a Commons shambles when 78 Tories voted with the Opposition to defeat its liberalising measures.

This week, before the ballot result was known, Mr Timothy Renton, the Home Office minister, said Sunday trading reform represented "important unfinished business" for the Government.

He has already emphasised his determination to bring "sense and consistency" to an area of legislation covered by the criminal, rather than the civil, law.

"They are laws which, given the changing nature of retailing, have continued to yield an ever-expanding and infamous list of anomalies and abuses."

According to some opinion polls, two out of three people now want legislative changes to permit a wider range of shops to open on Sundays.

Opponents of deregulation, however, include the trade unions, many small retailers and shopworkers, churchgoers and clergymen.

As the laws stand, retailers can sell fodder for a mule without fear of retribution but are banned from selling cat or dog food. They can sell dried milk but not gin.

The reality is that an increasing number of retail outlets have simply chosen to ignore the laws and to open for business.

The Government could have another go in the 1989-90 parliamentary session and ministers are considering several options.

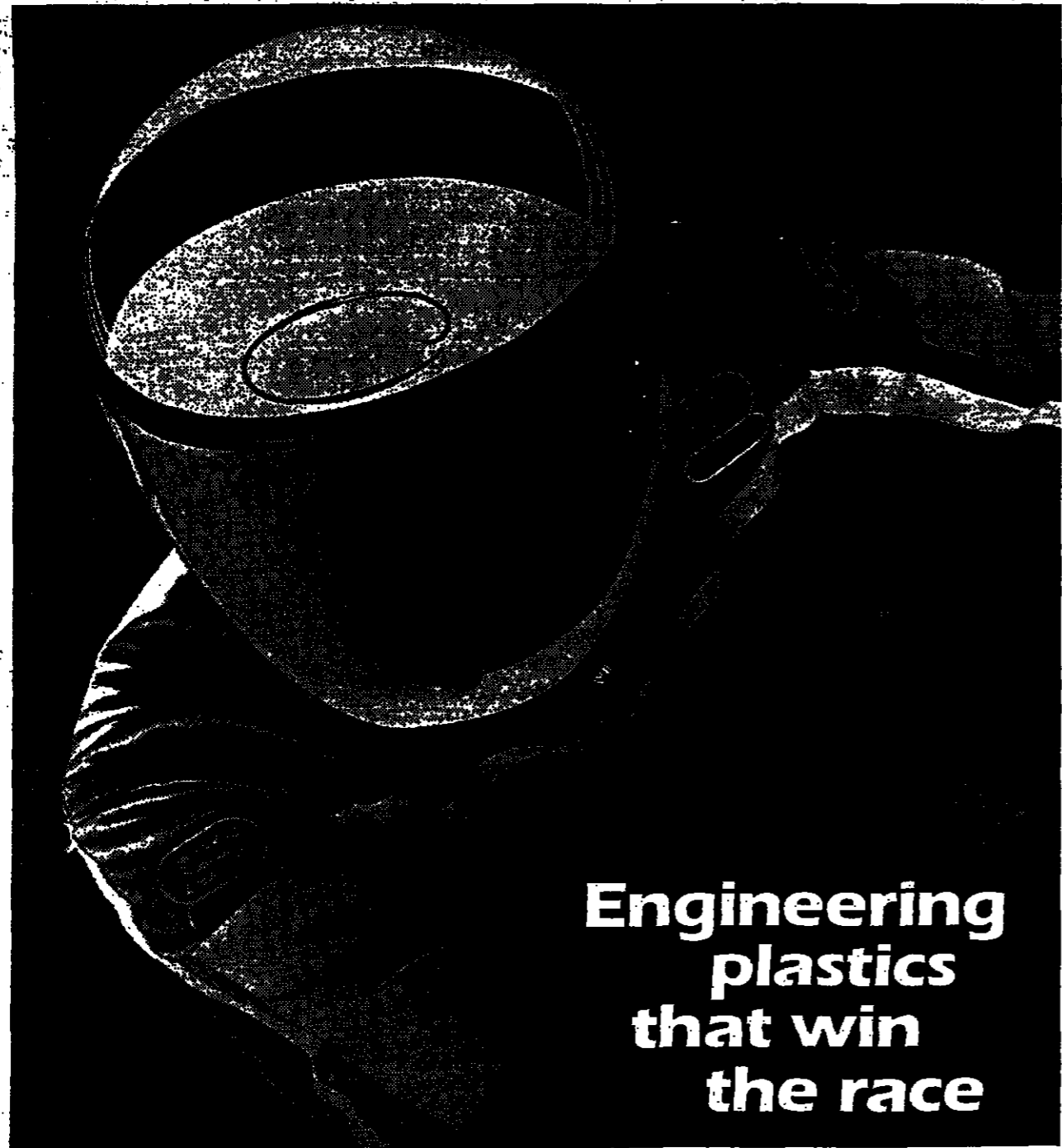
They include revising the present list of goods which can be sold, total deregulation, allowing local authorities to impose some restrictions, or partial deregulation in the shape of half-day Sunday opening.

According to Mr Roger Roatzen, a Conservative Central Office veteran who left to head the newly-formed Shopping Hours Reform Council, members of a free society should be free to choose how to spend their Sundays.

In the other corner, the Keep Sunday Special Campaign, with support from the Conservative Family Campaign, invokes the words of Winston Churchill - "Sunday is the birthright of every British subject" - to support its case.

KSS, which has to contend with allegations that it is a reactionary and outdated organisation, has launched a national petition to demonstrate the strength of support for the principle of the traditional Sunday.

Whatever the outcome of today's debate, the Government is preparing, yet again, to pick up a political hot potato. Mr Renton apparently has a strategy to reconcile the warring factions: "The answer is quite simple," he confided yesterday. "We rename Sunday Friday."



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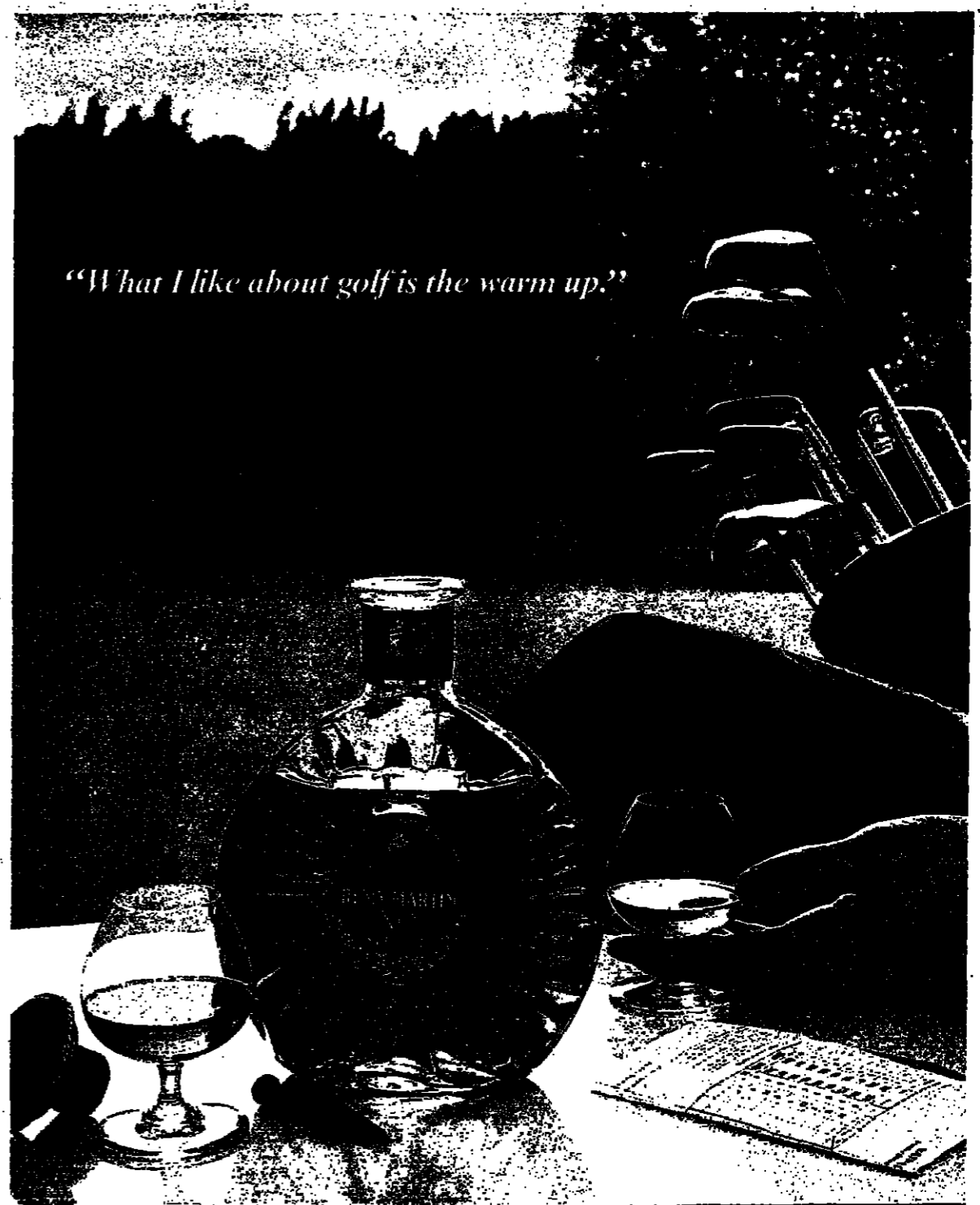
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The Banker in Berlin

The Banker, the monthly Financial Times magazine for all bankers, financiers and corporate treasurers, reports on the World Bank and IMF Meeting in this month's issue.

With the Group of Seven industrialised nations meeting in West Berlin for the IMF and World Bank annual meeting, no western country is likely to rock the boat with the exception of, perhaps, France.

The US presidential elections are too close at hand. Foreign exchange management is likely to be top of the agenda rather than vital issues such as debt crisis and bank regulation - the US will be calling the shots.

Whatever is decided, it certainly will not be in the communiqué.



BUT THERE IS ALSO A CHANCE OF BERLIN FANTASY.

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Construction worst hit by dearer borrowing

By Ralph Atkins, Economics Staff

THE CONSTRUCTION industry is the sector worst hit by higher interest rates, a leading securities house said yesterday.

A two percentage point rise in interest rates reduces construction output by 1.2 per cent over three years, Phillips & Drew estimates.

Its league table of sectors worst hit by higher borrowing costs is based on Treasury simulations of their impact on spending and investment in the UK economy.

The results provide a guide to the impact of the 4% percentage point rise since May in base rates from the present 12 per cent.

After construction, the sectors worst affected by higher rates are building materials and food manufacturing. Stores and leisure industries are likely to be hit by the effect of higher interest rates on consumer spending.

Phillips & Drew says the impact of higher interest rates is usually small but can vary by a factor of three between sectors.

At the bottom of the league

THE IMPACT OF HIGHER INTEREST RATES*

Sector	% effect on output	Sector	% effect on output
Construction	-1.2	Textiles	-0.7
Building Materials	-1.0	Motors	-0.7
Food Manufacturing	-1.0	Electrical(consumer)	-0.7
Stores	-1.0	Publishing	0.7
Leisure	-1.0	Energy	-0.6
Office Equip.	-1.0	Other indust. mats.	-0.6
Tobacco	-0.9	Electrical(industrial)	-0.6
Agriculture	-0.9	Transport	-0.6
Banking	-0.8	Metals	-0.6
Clothing	-0.8	Health products	-0.5
Footwear	-0.8	Other services	-0.5
Posts & Telecomms	-0.8	Mech. engineering	-0.5
Brewers	-0.8	Man-made fibres	-0.4
Other manufacturing	-0.7	Electronics	-0.4
Packaging & Paper	-0.7	Chemicals	-0.4

*Long term effect on output of a 2% rise in interest rates

Source: Phillips & Drew

table are the man-made fibres, electronics and chemical sectors. For each of these, a two percentage point rise in interest rates will reduce output by just 0.4 per cent over three years.

The report is based on a computer model of the economy which traces flows between different industrial and service sectors.

It splits the impact of interest

rates on each sector into direct effects and second round effects due to changes in other sectors' output.

The impact on output in the building materials sector, for instance, is largely an indirect result of the fall in construction.

Packaging, paper, printing, publishing and telecommunications also show significant second-round effects.

IBA looks into charity adverts on television

By Raymond Snoddy

THE Independent Broadcasting Authority is considering allowing political and religious advertising for the first time on UK television.

The issue has already been raised with the Home Office, which is responsible for domestic broadcasting, although no detailed talks have taken place.

The IBA, regulatory body for commercial broadcasting, raised the possibility of such advertising in a document, Broadcast Advertising by Charities, published yesterday.

At the moment, bodies the main purpose of which is to campaign for changes in legislation or public policy are excluded from advertising on television.

The IBA document suggests a relaxation of the 33-year-old ban on charities buying advertising time on commercial television. It is seeking charities' views before submitting formal recommendations to Mr Douglas Hurd, the Home Secretary, later this year.

King of the castle ventures abroad

The legend of Tayto crisps is alive and well in the heart of Ulster

Making a profit from posing potato crisps abroad, or potato chips as they are known in the US, might sound like the bird-brained scheme of a nutty professor. But to the baffles of Tayto Castle, deep in the heart of Ulster's countryside, it's a serious business and an important marketing ploy, writes our Belfast correspondent.

"Our cheese and onion flavour is world-famous," Mr Raymond Hutchinson, Tayto's joint managing director, exclaims proudly.

"We operate an overseas postal service and you will often find people at airports carrying boxes of our crisps under their arms. It can be a bit like a drug for some, constantly in need of their favourite flavour."

The Tayto's success story in Northern Ireland began in 1955 when Mr Hutchinson's father,

Thomas Hutchinson, bought a 19th century castle in County Armagh for £5,000.

Mr Hutchinson senior had acquired the right to use the Tayto brand name from a company in the Republic of Ireland and he soon established his products as market leaders in Ulster.

The legend of Tayto Castle is well known to anyone who has ever sampled the product because every packet carries a fully-illustrated story of how the crisps are made.

Today Tayto is one of the most successful independent companies in the UK's snack foods centre, producing 500,000 packets of crisps every day. It has more than 30 per cent of the crisp and snack market in Northern Ireland.

Last year the company made a profit of £1.2m on a 22m turnover and the 25 per cent increase in volume this year

has brought the prospect of even better returns.

Twelve flavours of crisps and the recently-launched "crinkle cuts" has helped to keep Tayto ahead and new lines in "jacket fried crisps" and "children's snacks" are in the pipeline.

But perhaps the company's most enterprising development has been the use of the air-crisp chip in the search for the perfect crisp.

Mr Peter Viggers, Northern Ireland Industry Minister, last week officially opened a new computer-controlled potato store at the company's Fandragee Headquarters as part of a £2.5m investment backed by the Industrial Development Board for Northern Ireland.

The 23,000 sq ft store is one of the most modern in Europe and will be used to house a year-round supply of top-quality, locally-grown potatoes. The investment of the store

is scientifically-controlled by computer technology which ensures the potatoes are kept in correct conditions of temperature and humidity all year.

Mr Hutchinson said: "This new store will give us a large supply of top-quality potatoes all year. As well as insisting on top-quality potatoes from our suppliers, we also place stringent quality standards throughout the production process and have a quality control department under a qualified fruit technologist."

The investment programme will also include the introduction of computerised weighing and packing machines which will ensure Tayto maintains its place as one of the most modern and efficient snack food plants in Europe.

Last week's investment will also enable Tayto to secure 30 extra jobs during the next two years.

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UK NEWS

Jaguar's global sales rise 8% over nine months

By Kevin Dore, Motor Industry Correspondent
JAGUAR, the UK luxury car maker, increased its worldwide sales in the first nine months of the year by 8 per cent to 38,000 units and increased production by 15 per cent...

Sterling gets that shrinking feeling

By Ralph Atkins, Economics Staff
THE FIVE pound note in your pocket is on the decline - and that's official. From 1980 the £5 note will be used to be the Bank of England said yesterday...

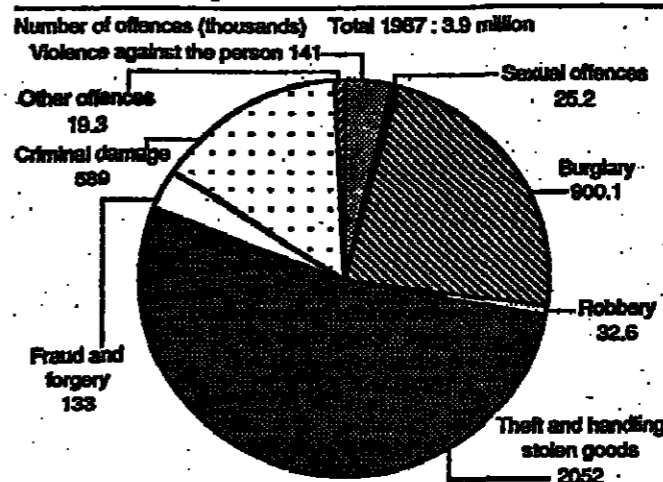
Hurd fails to arrest worries over crime

Police seek even further manpower additions, says Alan Pike

There were no cries of wild relief from Britain's police chiefs yesterday when they heard Mr Douglas Hurd, Home Secretary, announce a 1,100 increase in police manpower...

The Conservative Party Conference yesterday. Home Office officials have been in negotiations with the Treasury over extra resources for some time. As a result, Mr Hurd was able to announce a 1,100 increase in strength next year with further 'substantial increases' later.

Offences reported to Police



years. Yet the public perception is probably quite different because crimes of violence - on of the main areas of public concern - rose by 18.9 per cent. Pressure groups on the radical right, having made some progress in persuading the Home Office to move towards serious disciplinary offences...

Mr Hurd has recently shown a few signs of pondering such issues himself. He has spoken of the need to get to grips with the problem of the lax police officer - once through their probationary period, police men and women enjoy high degrees of protection from dismissal unless they commit serious disciplinary offences...

ciency. Civilisation - a sort of police privatisation in which non-operational tasks are taken over by cheaper civilian workers - in far advanced although sometimes with only qualified support. A cartoon in the latest issue of Police, the Police Federation journal, shows an injured Home Office official being carried out of a courtroom in which a brawl is in progress...

House purchase loans reach £43.4bn peak

By Simon Holberton, Economics Staff
THE STRENGTH of demand for housing finance during the summer was yesterday underlined by official figures which showed that UK and foreign banks lent a record £43.4bn for house purchases in the three months to the end of August...

Lending to property companies was also buoyant. It rose during the quarter by £2.1bn to £17.5bn, to stand nearly 60 per cent up on a year earlier and 14 per cent higher than the previous three month period.

Government rejects bid for rise in grants to replant trees

By John Hunt, Environment Correspondent

THE GOVERNMENT last night rejected a request to increase the amount of grants it has already provided for the replacement of trees lost in the great storm which hit England in October last year.

The Government's response says present grant schemes are adequate but the rate of planting in affected areas will have to be carefully monitored. It points out that it had already agreed a supplement should be paid on top of normal Forest Commission planting grants in the affected areas.

Water bodies face poor service fines

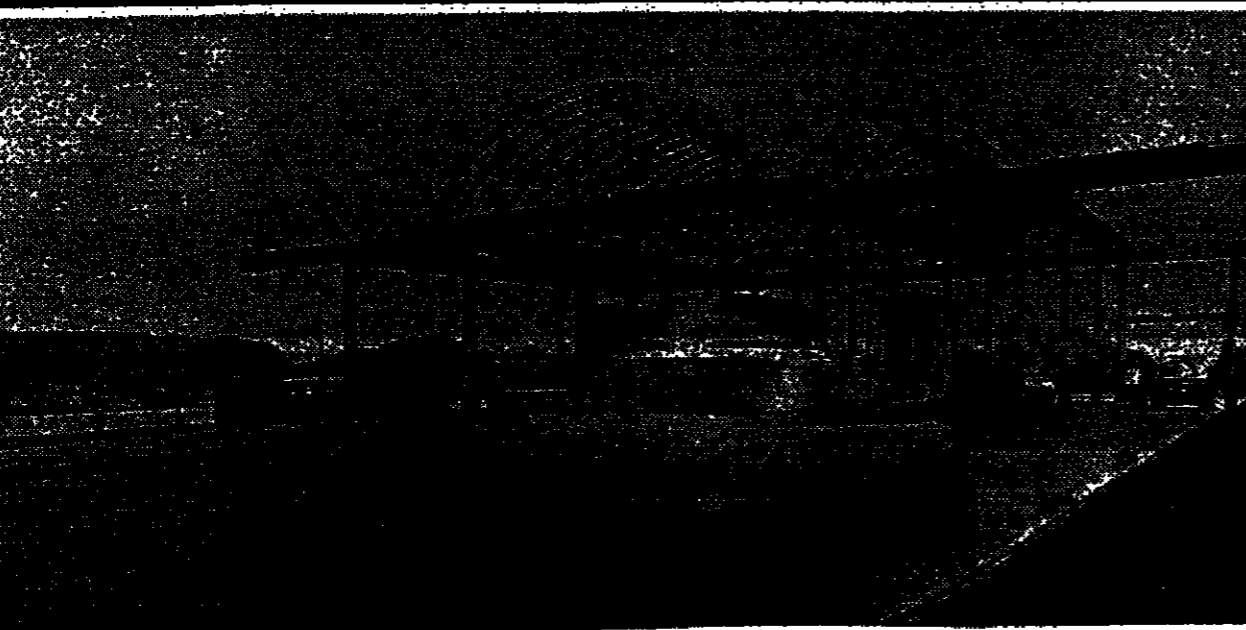
By Our Environment Correspondent

WATER AUTHORITIES may face a system of financial penalties for poor customer service when they are privatised at the end of next year. A customers' charter that would include a business courtesy scheme is under discussion between the representatives of the water industry and the Government.

The possibility of financial penalties was disclosed by Mr Bill Harper, managing director of Thames Water, when he spoke to the national water conference in London. He said that the industry was discussing with the Government a system of automatic payments to compensate customers for poor performance in key areas.

For over ninety years London's Tower Bridge has been a major daytime attraction. But since May 1988, a specially designed and discreetly sited floodlighting system from Philips has been highlighting the entire bridge from bank to bank and creating a spectacular 3-D modelling effect on the drawbridge towers...

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TECHNOLOGY

Beauty is only skin deep, so the saying goes. But as cosmetics companies increasingly promote their products on the basis of high technology content, it becomes rather less apt.

Indeed, behind the latest developments lie layers upon layers of definition and legal interpretation that go to the heart of one of the fastest growing parts of the cosmetics industry.

In the US, the Food and Drug Administration (FDA), which is responsible for licensing drugs, is locked in battle with the blue chip cosmetics companies over the claims those companies make for some of their products. The FDA believes that many of the claims are unjustifiable and has told 23 companies that they have to change their labelling and advertising.

One cosmetics company, Estée Lauder, has decided to retaliate by filing a suit in the Federal District Court in Washington DC. The company has asked the court to make an independent judgement about whether or not its labelling and advertising claims are fair, calling the FDA's decision "arbitrary and capricious".

The clash of opinions centres on the expensive creams which cosmetic companies claim have anti-ageing properties. Assertions made about the products include that they:

- increase oxygen consumption by skin cells;
- speed up the repair of DNA, the genetic building block molecule;
- stimulate the growth of skin cells and the connective tissue in the cells;
- replenish matrix proteins, such as collagen, which form the skeleton and the framework of the skin.

The FDA says that these can amount to medical claims, which may mean that some of the products should be licensed as drugs.

At the centre of the argument is a small but lucrative part of the cosmetics business. Estée Lauder estimates, for example, that \$100m worth of its annual business in the US alone is under threat because of the FDA ruling.

The market for anti-ageing products is one of the fastest growing areas of the cosmetics business. This is fed by the increasing number of older consumers with greater disposable income than hitherto, and by the trend for men as well as women to be drawn on to the anti-ageing bandwagon.

It was the introduction of an anti-ageing product, called Glycol, that sparked off the dispute between the FDA and the American companies, in April of last year. Glycol was endorsed by Dr Christian Barnard, the former heart transplant surgeon.

When the FDA began to look into the medical claims made by the manufacturers of Glycol, it discovered that many established cosmetics companies were making similar statements. It wrote to 23 companies telling them to review their advertising.

Most have made minor changes, but the FDA says that it is still not satisfied with the progress. Hanging over the heads of the cosmetics companies is the threat that if they do not toe the line, the FDA will seize their products.

Why cosmetics have entered a grey area

Della Bradshaw examines the implications of a debate about sophisticated creams

In Europe, although the debate has been more low key, the argument remains the same: where does the line fall between a cosmetic and a drug?

The UK Department of Trade and Industry (DTI) has begun to investigate certain products which are said to regenerate cell growth through the inclusion of extracts of spleen. According to a spokesman, the DTI is concerned that if the products make healthy cells proliferate, they may make cancer cells proliferate as well.

One of the most outspoken lobbyists for the licensing of certain anti-ageing cosmetics is Malcolm Greaves, professor of dermatology at St Thomas's Hospital, London. "I suspect a small percentage of these performance cosmetics, probably around 10 per cent, may give rise for concern, whereas in 90 per cent of the cases companies are just making wild claims in their advertising. The problem is we just don't know."

Like the FDA, Greaves believes that if the products affect the structure of the skin, they are drugs. If not, their advertising should be changed.

Two controversial ingredients of many anti-ageing creams are liposomes and niosomes. They wrap themselves around the active substances in the creams to make it easier for those constituents to penetrate the skin.

Liposomes and niosomes are also being investigated by pharmaceutical companies as a way of transporting drugs into the body. In the US in particular, millions of dollars have been invested in research by drug companies on the use of the two substances for transdermal drug application.

The Advertising Standards Authority (ASA) in the UK asked its team of dermatologists to look at the liposome process to determine its effect. It concluded that cosmetics incorporating liposomes and niosomes do allow substances to penetrate the skin and therefore have an ameliorating effect on superficial lines. As a result, the ASA has given a number of companies the go-ahead to claim in advertisements that the creams do help to eliminate wrinkles.

Ian Kelloway, Professor of Pharmaceutics at the University of Wales, says that the liposomes in themselves are not harmful; it is the substances that they transport into the skin which

should be under scrutiny.

He has investigated some of the other ingredients and his conclusion is that the anti-ageing creams do not need licensing. "The products themselves use very clever formulae, but they don't seem to me to justify the use of such sophisticated technology. They are a very expensive way of buying a moisturiser."

Companies refute this argument by saying that the proof of the creams is in the using.

"The product speaks for itself," says a spokeswoman for Christian Dior of the company's anti-ageing cream, Capture, which has been on the market for two years. "It was intensively researched by the Pasteur Institute, and people who have used Capture continue to buy it." The product accounts for nine per cent of Dior's beauty business, which includes perfumes and make-up.

A new preparation, called Retin-A, has served to blur further the distinction between a prescription drug and cosmetic creams. It was developed in the US by Johnson & Johnson as a treatment for acne, but is now being heralded as an anti-ageing cream. In both the US and the European Community, Retin-A has been categorised as a prescription only drug.

Cilag, a UK subsidiary of Johnson & Johnson, is planning to ask the UK Government to extend the use of the preparation to cover two skin complaints caused by high exposure to ultra-violet radiation. Kenneth Waiters, medical director of Cilag, believes that Retin-A needs to be prescribed following medical diagnosis to ensure that skin damage does not represent an early form of cancer.

Retin-A is a synthetic analogue of vitamin A, specially developed so that it can be absorbed through the skin. With that in mind, Greaves believes that questions should be asked about cosmetic creams that contain vitamin A. Marion Kelly, director general of the Cosmetic, Toiletory and Perfumery Association in the UK, says that the issue has been exaggerated. "If you rub cod liver oil cream on your face that will contain vitamin A. In itself vitamin A is not used as a treatment, but cosmetic companies are free to put it in their products, as they are with vitamin E."



The young look that anti-ageing creams try to recapture

She believes that the advertising argument has arisen because there is a far tighter regulatory framework for drug licensing in the US. "In the US, some dandruff shampoos, sunscreens and toothpastes have to be licensed as over-the-counter drugs," she says.

Nevertheless, cosmetics companies are rightly nervous about their products being classified as drugs. Dior says that it took seven years of research and collaborative studies between its laboratories and the Pasteur Institute to develop Capture.

But it can take up to 13 years to get a new drug on to the market in the UK. The longest stretch is the six to eight year clinical development phase, when a controlled number of patients are treated with the drug.

In the US, the timescales are even more protracted and there is no mutual recognition of drug approvals between countries - every new drug has to be tested in each one.

Even in the EC, where a procedure has been set up for mutual recognition, member states remain reluctant to accept the results of tests in other countries. There is now an effort to set up a central authority for drug approval in Europe.

And if the anti-ageing creams were licensed as drugs, the main outlets for them would be chemist's shops, rather than the up-market department stores where most of the creams are sold today.

A venturesome way to keep a product rolling

Terry Dodsworth explains why ICL hived off a division

When the ICL computer group was shifting its business focus to concentrate on the office systems sector, it hit on the problem of what to do with its parallel processing division.

This part of the UK company had developed a computer, known as DAP (distributed array processor), which was capable of working very rapidly on specific problems. But the technology needed further development, and ICL had decided that the scientific and technical markets at which DAP was aimed were not among its priorities.

So how could ICL both pull out of direct involvement and maintain a financial interest in a technology which had been absorbing funds for the best part of 10 years? The answer, hit upon by David Dace, head of collaborative activities, was to hive it off into a venture capital start-up in which ICL maintained an interest.

The deal left the computer group with 25 per cent of the equity in the hived-off DAP division, renamed Active Memory Technology (AMT). The other 75 per cent and the patents for the AMT machine were handed over to a group of investors put together by Advent, the high technology venture capital organisation, and AMT's management. This group then put up fresh development capital for the reincarnated company - an initial sum of \$4.2m followed this year by a further \$4.8m.

What persuaded the investment group that the gamble was worth taking? The risks had been well drummed in by the difficulties or failures of several British computer start-ups, from Apricot to Sinclair and Acorn. Indeed, Neil Pearce, investment manager at Advent, says that his initial reaction was "no way" would he support the company. But after several months of looking at the figures he changed his mind.

First, he became convinced that there was a substantial and potentially profitable market for the machine, if it could be produced at the right cost.

By the early 1980s, a number of the original versions of the computer had been sold. A variety of software had already been designed and customers

had found that the machines were ideal for certain, fairly specific applications.

Unlike some parallel processing computers which use a small number of powerful microprocessors, the DAP employs a large number of small processors - just over 1,000 in all. Each one performs a similar task simultaneously.

They are exceptionally good, for example, at sorting out data into a screen image. Each processor is given responsibility for small cluster of the dots that create the picture and, when finished, moves on to the next cluster. Other applications where the machine is reckoned to do well are in screen simulation and sorting text.

Second, advances in semiconductor technology had opened up the prospect of large savings in production costs. Chip prices had tumbled, which meant that specialised machines could be sold at a level that would command a relatively wide market.

As more power was packed on to smaller semiconductors, it became possible to shrink the machine to the size of a small filing cabinet. This could be attached to an off-the-shelf minicomputer or workstation.

DAP has been designed for connection to either Sun workstations or Digital Equipment Vax machines. "This was a case where the technology had caught up with the design. The economics had come right," says Pearce.

Within a year of its launch in October 1986, the group was ready to deliver its first computers. It has sold 19, priced at about \$100,000 each, on both sides of the Atlantic, breaking into several of its target markets such as universities, the US defence sector, Government laboratories and high technology industry. It has just launched a second, more powerful \$250,000 machine.

"We are running on target," says Geoff Manning, the chairman. "We should be making money by next year or in the final quarter of this year."

The rapidity of AMT's expansion owes a great deal to a decision to develop the company from the start as an Anglo-American organisation.

The close-knit group of venture capitalists, ICL executives

and consultants who put the enterprise together believed that the US market, which accounts for more than 50 per cent of world computer sales, was important to its success. They wanted AMT to seem like an American company to US customers, hence its two development centres, one at Reading in Berkshire and the other at Irvine, California.

Manning, a former director of the UK Government's Rutherford Appleton Laboratory, concedes that there are problems in running such a company, but says these are easily outweighed by the advantages.

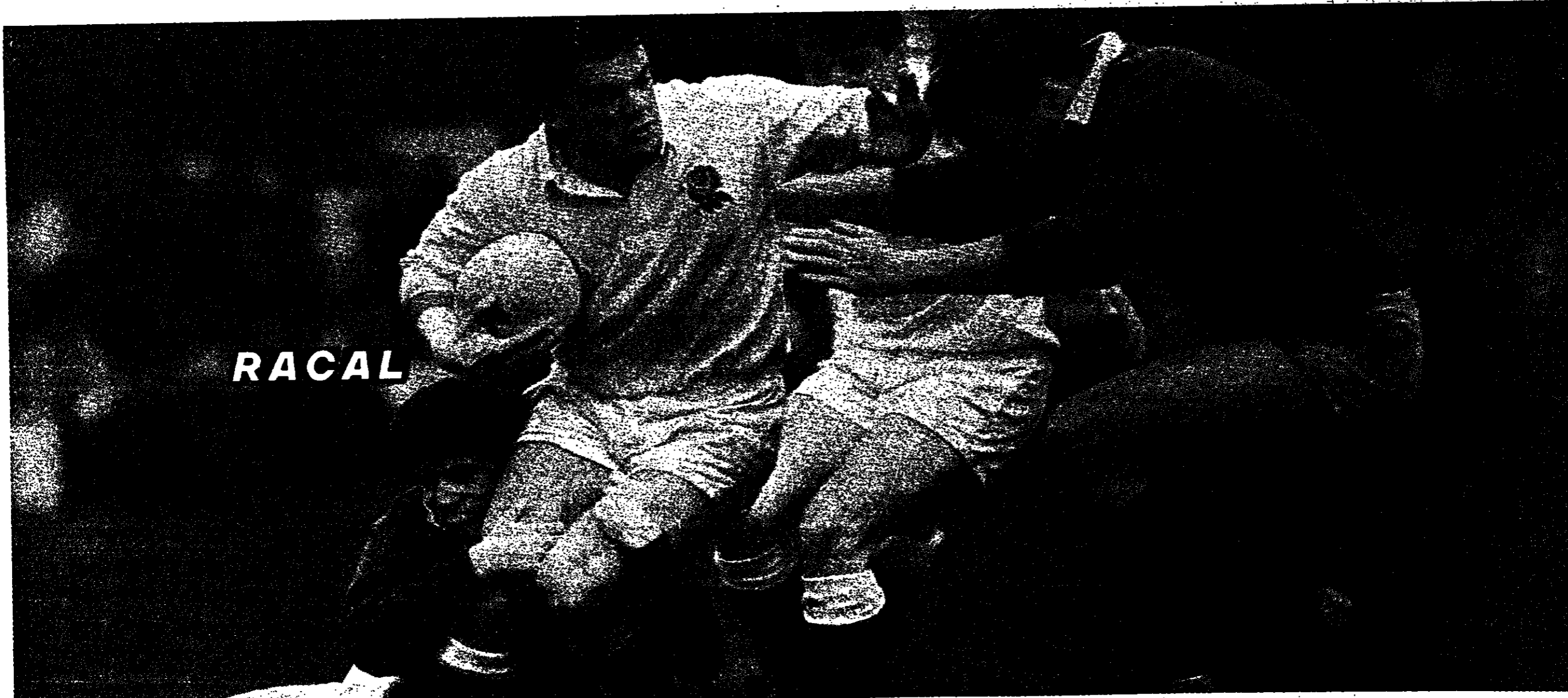
AMT's US roots increase its acceptability to indigenous customers, who are more attuned to dealing with American start-ups than British ones. Another advantage is that US component suppliers deal more readily with new venture capital outfits than their British counterparts do; and AMT has easier access to semiconductor technology in the US, where it designed its custom-made chips and manufactures its machines.

On the other hand, the group has been able to draw on the UK's strength in software design.

AMT's next challenge is to show that it can achieve enough orders to generate the returns expected by the venture capital group. It has some way to go on this score, given the targets typically set by investment groups - something like a three to five times gain on their capital over a five-year period.

Nevertheless, Dace is convinced that he made the right decision in seeking a radical approach to the development of ICL's parallel processing technology. ICL has saved itself development cash - the \$2m that has been sunk in AMT - maintained an interest that could yield a healthy return and brought the DAP machine to market in a way that would not have been possible within the larger group.

"I have been extremely impressed by the commitment of the management and the speed with which a small organisation can move," he says. "There is no doubt that you can do things like this in a start-up environment better than in a large company."



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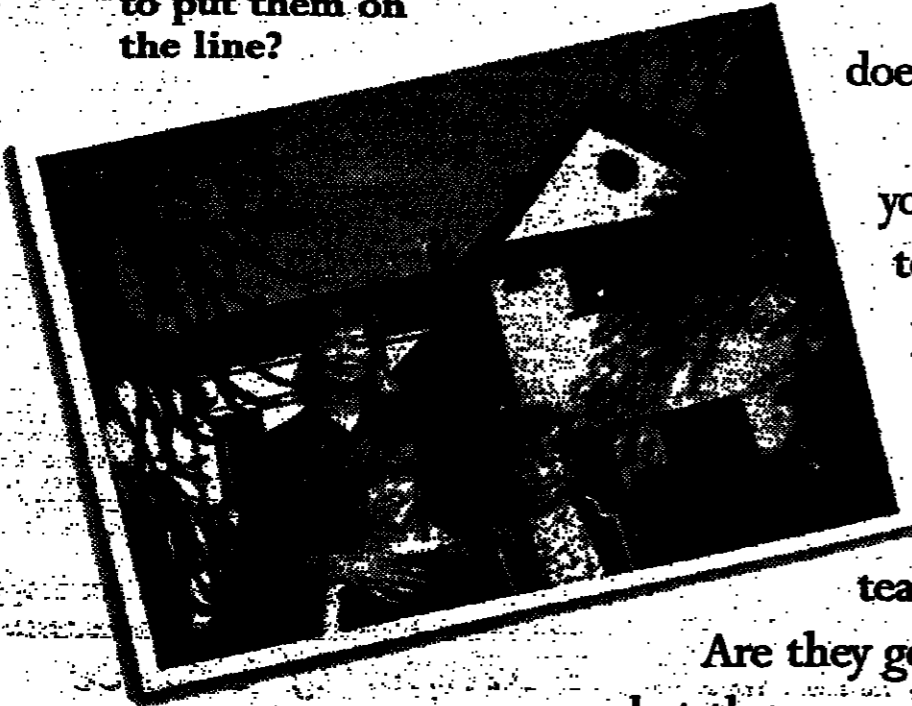
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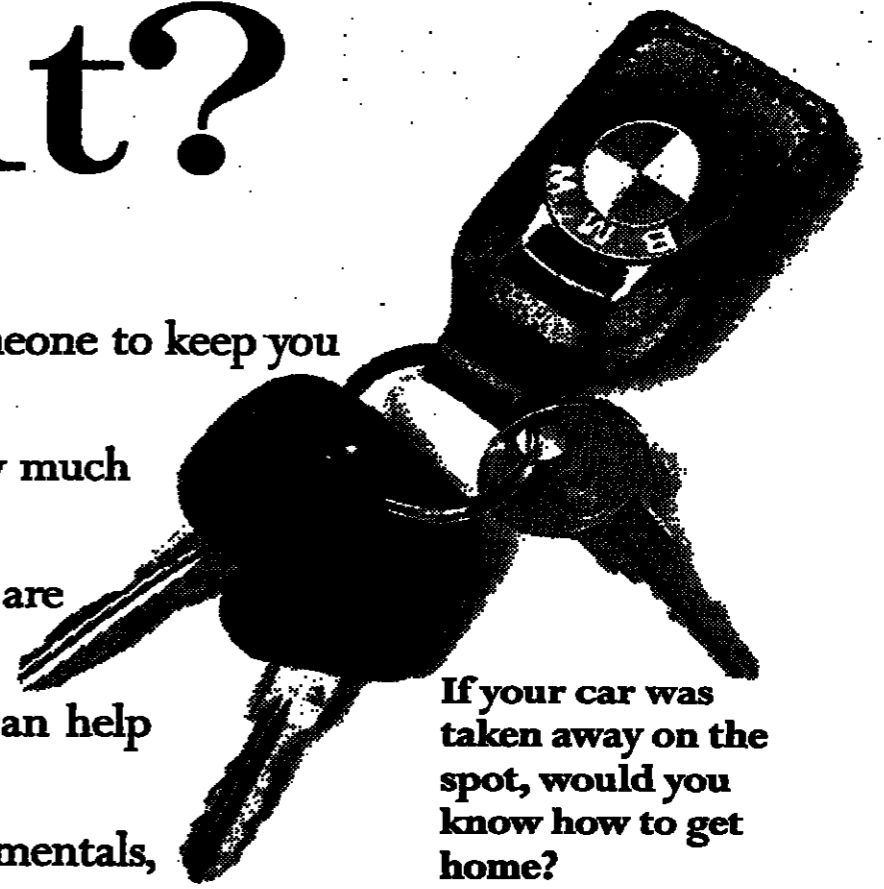
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ECONOMIC VIEWPOINT

LOMBARD

Identity crisis in Canada

By David Owen

"What is resented in Canada about annexation to the US is not annexation itself, but the feeling that Canada would disappear into a larger entity without having anything of real distinctiveness to contribute to that entity." (Northrup Frye)

The recent "Vision of Europe" speech by Mrs Margaret Thatcher, the British Prime Minister, was received with interest in Canada, another country grappling with the consequences of closer economic ties with its neighbours. The theme is a mature one, having exercised the minds and passions of Canadians for over 100 years. It is also topical. The still unratified US-Canada free trade agreement is expected to make the question of increased North American economic integration the paramount issue in the forthcoming general election campaign.

The positions already staked out by the respective party leaders suggest that Canadians will be asked to make a choice between material well-being and nationalism. Virtually nobody disputes that Prime Minister Brian Mulroney's trade deal will make Canada more prosperous. The quid pro quo, the opposition contends, is that the country's sovereignty will be impugned to an unacceptable degree and - as argued by Mr Ed Broadbent's New Democratic Party - that the rich will benefit at the expense of the poor.

It is hard to predict which of these two perennially seductive appeals to the electorate - material well-being and nationalism - will hold sway.

Viewed from this perspective, Mrs Thatcher's Bruges speech appears to be a pre-emptive attempt to hitch both potent forces to the Conservative bandwagon. In her emphasis on deregulation and the demolition of barriers as the route to prosperity, she took several leaves out of fellow Conservative Mr Mulroney's free trade book. But in the weight which she accorded to sovereignty, nationalhood and the importance of preserving national customs, traditions and identities, she was distinctly reminiscent of Mr Broadbent and Mr John Turner, the Canadian Liberal

leader. Mrs Thatcher must, after all, be aware that the economic integration of Europe will feature far more prominently than at present for the average voter when her party seeks a fourth consecutive term in the early 1990s. By that time nationalism may have emerged as a fruitful vein for the opposition to tap - particularly if a few more corner-stones of corporate Britain succumb Rowntree-style to foreign takeover.

Ultimately, however, nationalism is unlikely to prove as powerful an argument against integration in Europe as it is in Canada. Language barriers and other cultural differences are deeply entrenched in Britain, France and West Germany.

With the exception of Quebec and the continent's surviving native groups, distinctions are far less clear-cut in North America. To paraphrase Mr Jacques Delors, what divides those in Europe is more important than what divides those in North America.

Moreover, the differences which Canadians typically point to between their country and the US - no capital punishment, better social services and the parliamentary system itself - are legislative rather than cultural. True pan-Canadian cultural distinctions - apart from ice hockey and the Mounties - are much harder to pinpoint.

This chronic Canadian identity crisis (allied to an understandable wariness of a compact with an economy larger by a factor of twelve) could paradoxically make a genuine free market between the two ostensibly similar inhabitants of the North American sub-continent more difficult to achieve than one between the dozen disparate nation states of the EC.

Individual European countries, less unequal in size and comparatively secure in their own national psyche, are likely eventually to conclude that the benefits of forging closer economic links with their neighbours on the whole outweigh the drawbacks. Canadians, by contrast, may cleave obstinately to every last inch of "sovereignty", equating its erosion with the gradual loss of their very identity.

Europe need not be corporatist

By Samuel Brittan

Mrs Thatcher's Bruges speech on the future of the European Community deserved neither the slating it received from the Euro-lobby nor the rapture from the wavers of the Union flag. Her written text at least was not anti-European. The Prime Minister dwelt fondly on Britain's historical and cultural involvement with the Continent. She also gave a very necessary warning about the Community tendency to overregulate and to distort competitive markets. "We have not successfully rolled back the frontiers of the state in Britain, only to see them reimposed at a European level. Amen to that."

But she spoiled the argument by finishing the sentence "... with a European super state exercising a new dominance from Brussels." She makes the same mistake as that of her arch opponent, the Commission President Jacques Delors, in assuming that a European union must be corporatist.

These are different issues. Both corporatism and competitive market policies can be pursued in a neutral setting or under some degree of European union. (Let us not incidentally get bogged down in a battle over what that union should be called. A federal United States of Europe has scant prospect of existing in the foreseeable future, however much Mr Delors may wish it otherwise.)

The Prime Minister's mistake is at

hand, whom the present British Prime Minister seeks to emulate, surprised friend and foe alike by accepting the full obligations of the EEC long before the Rome Treaty required him to do. The bigger mistake is to write off all supranational elements as hopelessly collectivist. The issue is less simple. The Brussels Commission normally presses for a lower degree of protection and subsidy than its member governments desire. The trouble is that when it is defeated, it still prefers a Euro solution, however bad, to returning policy to member governments - as would be desirable, for instance in agriculture.

Where the Commission has actual powers, as in the case of competition and industrial policy, they are exercised to promote market forces and cut back the sums that governments can put into supporting domestic industries. Lord Young has explained how it has limited the size of the putting handshakes can provide for Rover and has vowed to use EEC law to impose similar limits on aid to the French motor industry.

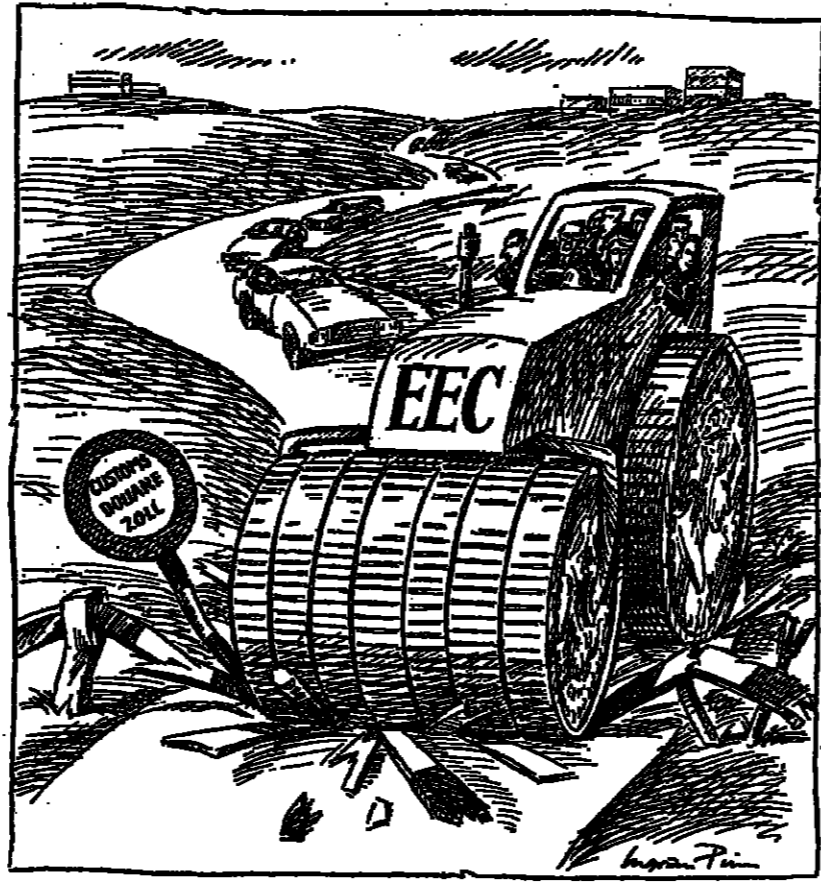
But the issue goes deeper. One aspect of Friedrich Hayek's Constitution of Liberty, so admired by Mrs Thatcher, is the need for constitutional constraints even on elected governments. That need has been restated in an Institute of Economic Affairs Paper, The Invisible Hand in Politics and Economics, by Norman Barry (LEA, £6.50).

The European Community is one of the few "rule of law" constraints on the actions of a government elected with a temporary plurality. Not even Mrs Thatcher will last for ever; and a time will come when her present followers will welcome such constraints, whether internal or external.

Meanwhile in her Bruges speech, Mrs Thatcher suggested four guiding principles for the Community:

- Willing and active co-operation between sovereign states;
• Tackle problems practically;
• Promote policies which remove barriers and encourage enterprise;
• Europe should not be protectionist.

One could spill a lot of ink debating the first principle: Europe des Patries versus supranationalism. But it would be pointless. Mrs Thatcher's own second point about a practical approach suggests that we do not become bogged down in arguments about the essence of the Community but try to improve it.



ing within the Council of Ministers. There is much argument about which national laws are relevant for the purpose, and the Council would not be so foolish as to ride roughshod over any major member's national interest.

The Prime Minister's warning against protection is more important, despite her own mixed record on the issue. Its timeliness is highlighted by the Community's abuse of anti-dumping procedures to exclude a growing range of Japanese, US and Third World products.

The least surprising omission from Mrs Thatcher's speech, despite her emphasis on the already practical, was any mention whatever of the European Monetary System. Maybe she is being misled into hoping that the EMS will collapse when capital controls are removed - ahead of the full internal market - in 1990.

She would then be making just as great an error as those who supposed that the EMS itself would never start or the EEC before it. One extremely highly placed French authority, recently reminded me that France had already gone nearly all the way

to freeing currency movements across the frontier and that if there were any insurmountable strains, they would be showing already.

There are two aspects of a unified market in 1992 capable of appealing to popular imagination. There is much argument about whether either is required by existing obligations. But if they were both accepted they would give a new wind to the Community.

One is the removal of customs posts, so that the physical barriers which have traditionally divided one European state from another can be seen to have been removed.

The second is dispensing with the services of the money changers, so that the same currency can be used on a journey from London to Munich as from London to Manchester. This cannot happen by 1992, but can at least be an aim.

On neither issue has the British Government shown imagination. The Chancellor is right to oppose the Commission's proposals to harmonise value added tax within stated bands. He argues that (as in the case of US

'We have not rolled back the frontiers of the state in Britain only to see them reimposed at a European level'

two different levels - the tactical-political and the fundamental. At the first level, Mrs Thatcher would be in a much better position to oppose harmonisation for harmonisation's sake, or provisions for union seats on company boards, if she were seen to accept without reservation and even with some cheerfulness the idea of a Europe without frontiers. She would stand a much better chance of leading the movement towards European unity in a free market direction if she were in its front line - where her best friends would hardly place her now.

Since Harold Macmillan, successive British governments have been missing the European bus and then been surprised that they have so little influence on its destination. General De Gaulle, on the other

LETTERS

Perils of inflation-proofing

From Mr R.B. Colbran. Sir, Mr Tomkins (Letters, October 6) asks for my views on the suggestion that all funded pensions should be matched by index-linked stock. There is an immediate practical difficulty. The amount of index-linked stock in issue is very approximately only 30 per cent of the required liability. Of course that would not stop any one pension fund from buying such stock at the present time. However, that fund still could not guarantee indexing for all pensions because it would have no knowledge of either the terms or the availability of such stock at any time in the future.

A wider issue Mr Tomkins raises is whether Government could take on inflation-proofing for all funded pensions. Unfortunately it seems that an inevitable consequence of inflation is that some sectors of the

Messy misunderstanding

From Mr Dennis R. Yeager. Sir, Lionel Barber ("Parched politics in Bubbland," October 1) shares a common misconception about the "Don't mess with Texas" bumper stickers. The "Don't mess with Texas" campaign has nothing to do with Texas chauvinism. It is a statewide campaign against litter. Mr Barber probably would have been even more surprised had he noticed one of the offi-

Autumn sowing reduces nitrate

From Dr Denis C. Hardwick. Sir, It was surprising that so well-informed an agriculturalist as David Richardson, when discussing the steady growth of autumn cereal planting (Farmer's Viewpoint, October 11), should not have mentioned the important environmental aspect. Autumn planting helps to soak up the nitrate produced from soil organic nitrogen in

Autumn sowing reduces nitrate

the autumn. We are already seeing the benefits of increased autumn cereal sowing in the reduced nitrate levels in some aquifers in eastern England. Higher yields are not the only reason for promoting autumn sowing. Denis C. Hardwick, The Fertiliser Manufacturers Association Ltd, Greenhill House, 90-93 Concorse Street, EC1

This particular doctrine should be attributed to others

From Mr T. Congdon. Sir, Samuel Brittan's Economic Viewpoint ("The Burns doctrine: a closer look," October 6) on the balance of payments was, as usual, a very worthwhile contribution to the debate on economic policy. But the attribution to Sir Terence Burns of the view that a private-sector payments deficit does not matter is surprising.

As far as I am aware, the first suggestion that a private-sector payments deficit was

An awfully one-dimensional view of economic freedom

From Mr Doug Henwood. Sir, It is surprising that a writer as thoughtful as Joe Rogaly ("As the conservatives fight ebbs," September 10) should accept so uncritically the Hayek-Friedman line that "political freedom and economic freedom are indivisible. Control over the economic activities of individuals leads inexorably to control over all aspects of their lives."

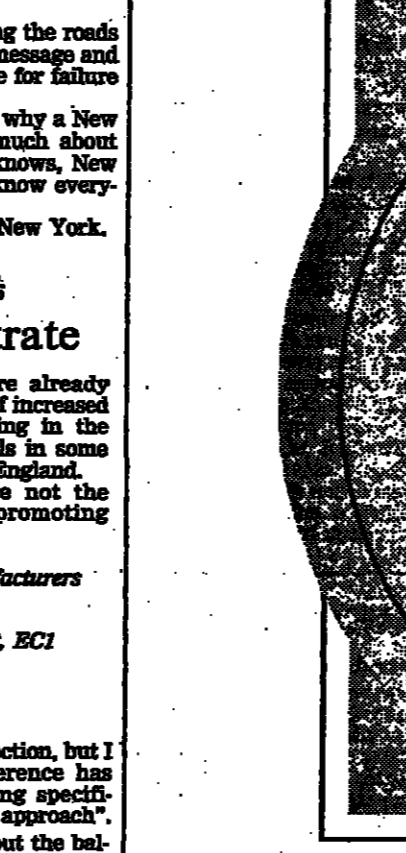
Four examples immediately suggest themselves.

- In Chile, Friedmanism has reigned for a decade, but formal democracy has proceeded much further in Latin American countries where the state retains a more active role in the economy, like Brazil and Argentina.
• In the UK, the Government has enlarged its role in national life even as Mrs Thatcher was reducing its economic role.
• In the US, civil liberties have suffered innumerable setbacks under Ronald Reagan.
• Finally, Chinese reformers have shown little interest in

promoting political liberalisation

along with the economic variety; they like markets because they crack a disciplinary whip, not because they liberate individuals. While most libertarians worry about the dangers of concentrated governmental power, they are indifferent to concentrations of private power. But for most workers, their daily experience of work is not unlike living in an authoritarian state: they must follow instructions or face economic catastrophe. Nor do they have any say in what their societies produce, for whose benefit and under whose direc-

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British Coal to be privatised 'after next election'

By Peter Riddell, Political Editor, in Brighton

BRITAIN'S Conservative government yesterday reaffirmed its intention to privatise the state-owned coal mining industry if it wins a fourth successive term in office.

increase private sector involvement in roads and possibly to privatise the country's state-owned rail network.

made by Mr Cecil Parkinson, the UK Energy Secretary, who raised the prospect that miners "will be shareholders in their own industry."

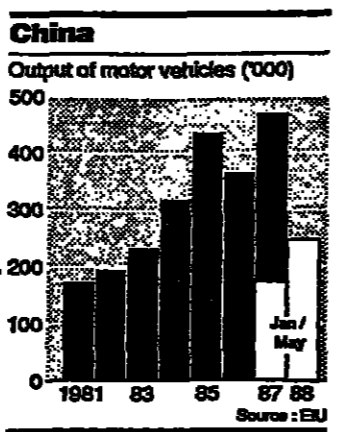
Labour government of Prime Minister Clement Attlee. In the 1970s and 1980s, the industry became a hotbed of trade union militancy.

Chinese take the brakes off car industry

Lynne Curry reports that demand for passenger cars is far outstripping production

A DECADE ago, Peking was a city of bicycles in which the traffic jam was virtually unknown. Apart from the odd truck, bus or jeep, virtually the only passenger vehicles on the road were Chinese-made limousines, carrying government officials and foreign dignitaries behind drawn curtains, and the old-fashioned Shanghai sedan.

although recently lowered, still range between 120 and 150 per cent of the purchase price. Imported cars and even domestically made ones are still far too expensive for most individuals.



The Number Two factory, known primarily for its large-scale truck production, is still believed to be negotiating with General Motors and Citroën before selecting a foreign partner.

joint venture agreements require manufacturers to increase the amount of domestically-made components used every year. This has often forced some operations to mount nationwide searches for the appropriate parts.

But the dramatic changes wrought by China's economic modernisation drive have brought an explosion in the use of passenger cars, leading the Chinese to step up their production of vehicles.

Peking's restrictions on imported cars are a reaction to the spending spree which saw car imports soar from 25,200 vehicles in 1983 to 354,000 in 1985.

of being able to export cars and compete on the world market. The Number One factory has recently concluded a technology licensing agreement with Audi of West Germany to produce 30,000 Audi cars with Chrysler engines by 1992.

Peugeot of France and Chrysler of the US are the other foreign companies involved in joint venture automobile projects. Peugeot's factory in Guangzhou last year manufactured about 8,000 pickup trucks and station wagons.

Poor infrastructure is another serious problem. An inadequate road system and insufficient petrol stations compound the problems manufacturers often face from shortages of raw materials, particularly steel.

Analysts believe, however, that Peking will have serious problems satisfying consumer needs over the next few years, let alone fulfilling the hope of some Chinese manufacturers to export cars on a massive scale.

more than the country had invested in its entire motor industry since the communist revolution in 1949. In an effort to consolidate funds, technology and production costs, the State Council, the Government's top decision-making body, last year designated three factories to be China's car production centres.

Meanwhile, the Shanghai Volkswagen Automotive Company, a joint venture established in 1985, turned out more than 10,000 Santana models last year and plans to produce 15,000 this year.

While the state-run manufacturers continue to struggle, some smaller, more flexible market-oriented car makers have emerged on the Chinese scene, inspired by the South Korean example.

Clear, Allied wants to get into the Japanese market as badly as Suntory wants to diversify out of it - or out of that part of it which will be hit by the removal of the tax shelter for the cheaper domestic brews.

Dukakis letter hints he would soften US line on agriculture

By William Dullforce in Geneva and Nancy Dunne in Washington

US POLICY on farm trade reform has been disowned by Mr Michael Dukakis, the Democratic candidate in the US presidential election.

in a hitherto unpublished letter to the Iowa Farm Unity Coalition dated August 3. Mr Dukakis said he welcomed the statement of concern voiced by the Coalition about the Reagan Administration's proposal that all countries should end government intervention in agriculture over the next 10 years.

Trade Representative, referred to it in a briefing for journalists in Washington yesterday. Mr Yeuter said that Australia and New Zealand had converted non-tariff restrictions into tariffs and the principle had also been used in the agreement the US had recently negotiated over beef exports to Japan.

Apple founder shows off NeXT computer to 3,000

By Louise Kohoe in San Francisco

MR STEVEN JOBS, co-founder and former chairman of Apple Computer, unveiled his long-awaited NeXT computer yesterday at a gala event in San Francisco's Davies Symphony Hall attended by more than 3,000 computer-industry executives.

NeXT also introduced a high resolution laser printer which it claims will outperform any other on the market today for the extremely low price of \$2,000. NeXT will offer its products first to the students and faculty of US universities and colleges.

The US has warned that the General Agreement on Tariffs and Trade's trade-liberalising Uruguay Round could fall apart, if trade ministers do not make long-term commitment of this kind when they meet in Montreal in December.

The proposal, meant to improve market access for food exporters, was contained in a paper read by Mr Amstutz at an informal meeting of senior negotiators. It has not been formally tabled in the Gatt talks, but Mr Clayton Yeuter, the US

Mr Jobs called his computer a "desktop mainframe," a system with the power of a mainframe computer housed in a single 1 ft thick cube. The NeXT computer which includes 64M of memory, an optical disk drive, and a very high resolution display will sell for \$6,500, a substantial price breakthrough in the market.

"NeXT's mission is to collaborate higher education to develop innovative personal and affordable computers for the next generation and beyond," he said. Mr Jobs called his computer a "desktop mainframe," a system with the power of a mainframe computer housed in a single 1 ft thick cube.

US trade figures undermine dollar

Continued from Page 1

figures would be an important factor in determining the future course of the dollar.

age stood 28.14 points lower at 2,130.33 and prices of US government bonds were quoted as much as 1/4 of a point lower.

about the latest trade figures was heightened by reports of an October 7 letter from Senator William Proxmire, chairman of the influential Senate Banking Committee, to Mr Nicholas Brady, the new US Treasury Secretary.

Dukakis debate chance

Continued from Page 1

college vote for each senator and member of the House of Representatives.

eral of the states which the Field Institute assumes Mr Bush will win, the gap between the two is narrow and could quickly close.

The dollar broke through the key ¥150 level in Tokyo and weakened during the European and North American sessions as concerns over today's trade figures intensified financial markets' nervousness.

The consensus expectation for US trade in August is for a deficit of around \$11.5bn, up from July's \$9.5bn. However, rumours in London and New York of a higher deficit undermined an already fragile confidence in financial markets.

Dealers are worried that if the cut in the trade deficit appears to falter, the Administration be pressed to allow the dollar to fall.

Such estimates can only be taken as a general guide to the relative strength of the candidates, not least because in several of the states which the Field Institute assumes Mr Bush will win, the gap between the two is narrow and could quickly close.

Field says that 34 of the 50 states are still competitive. Such assessments of electoral college strength do, however, reflect the broader judgement of political analysts in Washington who believe Mr Bush has established a much more solid base, particularly in the South and West, and is now enjoying the luxury of being able to attack Mr Dukakis in some states which the Massachusetts Governor badly needs to win, particularly in the Midwest.

WORLD WEATHER

Table with columns for location, temperature, and weather conditions for various global cities.

Bonn trade surplus jumps 10%

Continued from Page 1

from January to August up 6.5 per cent in nominal terms to DM390.8bn, and imports up 6.5 per cent to DM281.2bn, point to a further increase this year in the overall trade surplus. This was a record DM117bn last year.

Officials also say that the West German current account surplus - which totalled DM51bn last year - will rise again in 1988. Between January and August, the current account surplus rose to DM49.5bn, 3 per cent up on the eight months figure last year.

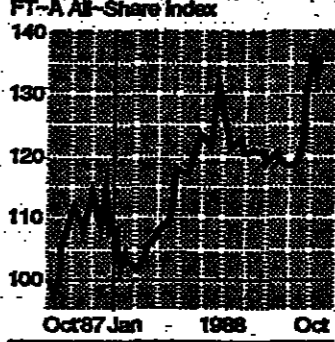
Mr Ernst-Moritz Lipp, chief economist of the Dresdner Bank in Frankfurt, said yesterday that exports in real terms were expected to grow by 5.5 per cent in 1988, against a 6.5 per cent real increase in imports. Both increases, much higher than expected at the beginning of the year, reflect the better-than-expected expansion of world trade and strong international demand for West Germany's specialised capital goods, such as machine tools.

Racal waits for its US callers

This week's crack in sentiment towards the dollar is almost as surprising as its burst of strength three weeks ago, and while there is some concern about today's US trade figures, the real worry is that Japanese investors may be signalling the end of the sharp US bond market rally.

Allied Lyons

Share price relative to the FT-A All-Share Index



Allied/Suntory

With the long shadow of Mr Alan Bond on Allied-Lyons' share register, it is perhaps natural to assume that any move Allied makes at the moment is designed to put him off. But when the deal makes as much commercial and financial sense as yesterday's link-up with Suntory, one can be forgiven for wondering whether defensiveness is just a side-effect - and not a very powerful one at that.

using to a point where it is on the verge of being profitable, it is now having to support the inherently profitable trading company, but for much less good reasons. It is not as though potential losses of DM700m are easy to come by, even when oil prices are falling. The extent of the damage suggests Klöckner was handling positions on a scale difficult to comprehend if it were merely using the market to meet its own needs.

shares are to get anywhere near close to an average stock market rating. If the shares are to outperform the market, then the performance will have to be even better. There are good reasons for believing that Racal Telecom can meet its ambitious growth projections over the next two to three years, but after that, worries about new competitors and a more hostile regulatory environment could threaten its continued premium rating.

Admittedly, this will be partly offset if Racal Telecom can tap into the huge growth potential in continental Europe. But this is still a dream, and for the moment, the real reason that Racal Telecom shares are being priced so highly is that the company's US advisers are confident that investors in the more expensive rated US cellular radio stocks will think Racal Telecom an outright steal at 170p. If correct, then Goldman Sachs will have earned its generous fees.

British Gas

One of the beauties of having an operating cash flow of \$1.5bn is that \$200m is pocket money. British Gas can easily afford to spend that on Tenneco's international assets, and still have plenty left to pay \$1bn plus for Lasso, if that is what it wants to do. According to yesterday's measure helping of information from the company, the Tenneco assets are just a start in building a big international oil exploration group, which means further acquisitions are more or less guaranteed. If clarification was needed about British Gas's intentions in its unsuccessful dawn raid last month, yesterday's deal must prove it was interested in Lasso for itself as much as for its holding in Enkadrup.

Racal Telecom

There is no doubt that Racal Telecom is a financial gold mine at present but this does not mean that it deserves to be priced at over 30 times earnings. Investors in the flotations of other growth companies like Reuters and Wellcome have done very well out of them, but then the initial prospective multiple was far less demanding. There must be a suspicion that in its eagerness to escape from the clutches of Cable & Wireless, Racal is being a little too greedy in putting a price tag of \$1.7bn on its offspring while the stock market seems to be valuing the rest of its business at less than \$300m.

As far as the assets themselves go, British Gas is unlikely to have outbid the Consortium at the auction and still have ended up with a bargain. However, while it may have paid generously in terms of dollars per barrel, that may not matter. It is getting a broad spread of acreage, some experienced people who understand it, and a good data base to build on; even if a home grown package could be created at a similar cost, it would take considerably longer. What British Gas now lacks is international production to match the acreage, and that is precisely what Lasso has.

Klöckner & Co

Deutsche Bank must be more than displeased at the carelessness with which Klöckner & Co has contrived to lose about twice its equity base dabbling in oil futures. After having carried Klöckner-Werke through recession and restruct-

Advertisement for Bracknell and Southampton properties. Features three images of buildings with prices: £7-15 sqft* BRACKNELL, £6-85 sqft* READING, £4-60 sqft* SOUTHAMPTON. Includes text: 'MORE SPACE FOR YOUR MONEY IN HAMPSHIRE' and contact information for Hampshire Development Association.

ACCOUNTANCY COLUMN

White knuckles in the rust belt over benefit changes

By Richard Lambert
OPEBs. As an acronym, it does not sound like much of a threat. But don't be fooled. The letters stand for an accounting concept which is beginning to cause white knuckles in the American manufacturing sector and which, if fully adopted, might wipe out the earnings of companies such as General Motors or USX, which used to be known more familiarly as Big Steel.

All will be revealed within the next couple of months, when the US Financial Accounting Standards Board (FASB) is due to publish a heavily swayed exposure draft on the treatment of other post-employment benefits (OPEBs). Those include accident and health insurance, life assurance, legal aid: in fact everything that a company promises to pay its workers after they have retired, apart from their pensions.

Big money is involved. General Motors, which like most other companies offer these benefits on a pay-as-you-go basis, charged an expense of \$820m (£480m) to its profits last year under that heading, compared with after-tax income of some \$3.6bn.

Today, around two thirds of US companies offer these benefits in one form or another, and the bigger they are, the more generous their terms: just about all the very large companies offer retiree health care benefits in one form or another.

The initials OPEB stand for a group of payments for retired workers that were agreed by many US employers in the 1960s. Yet only now are the consequences becoming clear. The payments could wipe out the earnings of companies such as General Motors and USX.

Typically, the plans will cover hospital costs, plus some doctors' fees and medicine. After the age of 65, some of the burden is shared with the government Medicare health scheme - but spending curbs are throwing an increasing slice of the costs back at the companies.

Most managers installed these schemes without a great deal of thought about the long-term consequences. Many of the plans were started around the mid-1960s, at about the same time as Medicare, when medical costs in real terms were much lower than they are today, and when the number of active workers far outnumbered retired employees for most companies. Even five years ago, a typical steel company might have three active workers for every two retired; today in some cases there are two retired for every worker still on the payroll.

The total unfunded liability for the US corporate sector ranges from around \$100bn all the way up to \$2 trillion and even higher.

The impact will vary from company to company, and will be felt hardest by old-line, unionised manufacturers in the rust belt which have been offering these benefits for a long time, and have laid off large numbers of youngish people in the last few years. The least affected will be young, high-tech businesses with high value added and small workforces.

In most cases, there are not ex gratia payments, and it is not as though companies are free to cut back if they start to feel a financial strain. Attempts to do so have already resulted in litigation, and any attempts to cut benefits on any large scale are likely to result in legislation from an unsympathetic Congress.

The obligation is confined to US operations. For example, General Electric recorded a

charge of \$278m last year in respect of retiree health and life insurance benefits (it uses a more conservative treatment than most companies); it added that "most retirees outside the US are covered by government programmes and GE's cost... is not significant."

Some companies do not even bother to record the annual expense as a footnote in their accounts, and many apparently have no idea about the scale of their aggregate liabilities.

The FASB wants to change all that. It believes that the benefits represent a form of deferred compensation, just like pensions, and that an obligation should be recognised in accounting terms based on services rendered. In essence, it is saying that companies will have to accrue benefit costs as employees earn them.

The company will first have to measure what is termed its expected benefit obligation, by measuring its current costs and making projections about future outlays on the basis of trends in medical expenses, life expectancy and other factors. The obligation will be discounted on a present value basis, and the charge to profits will spread over the period that the benefits are earned.

Then there is the question of accounting for benefits that have been offered in the past, and have not been funded. Under the FASB plan, this so-called transition obligation would normally be written off

RETIREE COSTS FOR US COMPANIES IN 1987

	Net Income \$m	Expense for OPEBs \$m
USX	219	127
Ford	4,825	341
Gen Motors	3,551	620
Caterpillar	350	54
Alcoa	200	32

against profits on a straight-line basis over a period of approximately 15 years.

In layman's terms, what this adds up to is a very substantial increase in the amount charged to profits each year to cover these benefits. Mr John Deming, of KPMG Peat Marwick in New York, suggests that the figure could be three or four times the amount set aside on the pay-as-you-go basis. For a number of companies in the rust belt, an increase on that scale would wipe out the profit figure.

So the FASB's proposals will be highly controversial. Mr Art Siegel, of Price Waterhouse, suggests that opponents will come on several different levels. Some will argue that the whole basis of accounting is inappropriate since the benefits do not come into effect until the employee is eligible for retirement. Others will say that future costs are impossible to estimate, and that it is therefore absurd to pretend that the benefits can be calculated on the same actuarial basis as a pension scheme.

Finally, there is the big business lobby, which is beginning to make its voice heard. It will argue that by insisting on what are no more than book-keeping items, the FASB will place US companies at a disadvantage vis-à-vis their international competitors by imposing a standard that will take a great slice out of their profits and tangible net assets. Protests from the business community have delayed publication of the exposure draft by several months, and have already brought some minor modifications to the FASB's proposals.

The likelihood is that a standard will be imposed for dealing with these benefits: the big question is about how far the FASB may be inclined to compromise in order to shed some light on these enormous liabilities. The coming exposure draft will probably be on the table for about six months, longer than normal because of the controversy it is already creating. That will be followed by public hearings next summer, with a final statement ready by the middle of 1990. On that timetable, the new standard would probably start to bite from 1992.

Even if the lobbyists are successful in crimping FASB's new rule, OPEBs will still come home to roost as a heavy drain on profits. Ignoring the issue would mean higher profits today - but would store up trouble for the future.

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Move into a role which has significant scope and the potential to serve as a springboard to accelerated career development.
You will contribute to the rapid growth of a young, international oil group which is securely structured and has demonstrated notable achievement to date. Your initial duties will be broad ranging with a budgeting, forecasting and joint-venture bias and in the short term you can expect to take responsibility for controlling and further developing areas of the Group's day to day finance function.
Ideally qualified, you are a young and ambitious high achiever with substantial oil company experience, including joint-venture accounting. Additionally, you are confident, diplomatic and capable of assuming a significant and ongoing increase in responsibility.
Based at the Group's headquarters in central London, you will command a competitive salary plus car and benefits. You can also look forward to becoming part of a young and talented management team where personal achievement is recognised.
In complete confidence, please ring or write with CV to: **See Jaeger, Simpson Crowden Consultants Limited, Specialists in Executive Search & Selection, 97-99 Park Street, London W1Y 3EA.** Telephone: 01-629 5909.
Simpson Crowden
CONSULTANTS

Group Finance

Kleinwort Benson Group is looking for a Financial Accountant to join this key Head Office department. Group Finance comprises a small team responsible for all financial reporting and financial control at a Group level. The department reports directly to Senior Management.

The Financial Accountant is responsible for the consolidation and presentation of the Group's financial accounts. Close liaison with the Group's auditors and senior financial management throughout the organisation, is a major feature of this role.

Applications are invited from Chartered Accountants with experience of:

- Financial reporting
- Financial management
- Developing information systems
- Complex consolidations
- Liaison at senior management level.

The position offers a competitive salary plus mortgage subsidy, car and other benefits.

Please apply in writing with full CV to:

Miss Jacqui Rout, Personnel Department, Kleinwort Benson Group, 10 Fenchurch Street, London EC3M 3LB.

Kleinwort Benson Group

INTERNATIONAL OIL INDUSTRY

Tax Adviser



Sun International Exploration and Production Company

Sun Oil Britain Limited is already established in this country as an active North Sea operator. Now, following a major restructuring, London has been selected as the base for providing services to Sun's expanding international exploration and production operations throughout the world.

As a result of this expansion the Manager, Taxation needs a Tax Adviser to assume day-to-day responsibility for all UK tax matters. Specifically this would include controlling the Petroleum Revenue Tax, Corporation Tax and Royalty compliance activity and participating in tax planning and research. There is also scope for involvement in the international tax area.

The successful applicant will be a qualified accountant preferably graduate chartered or Inspector of Taxes with relevant professional or industrial experience.

For the appropriately qualified person, this position will offer a highly competitive salary and a full range of benefits including a company car.

To apply please send a detailed cv to the Personnel Adviser, Human Resources Department, Sun International Exploration and Production Company Limited, 90 Long Acre, London WC2E 9RG, quoting reference: RH/3.



MBA's/Accountants

Finance Manager - Treasury

c£30,000 + Two Cars

Luton, Beds

Vauxhall Motors Ltd is the major UK subsidiary of General Motors, the world's largest company. Vauxhall has increased its market share by nearly 60% since 1981 and expects to triple its profits in 1988. Vauxhall now has perhaps the most competitive product line-up in Europe - to be enhanced further by the arrival tomorrow of the brand new Cavalier.

Following rapid promotion to Europe of the incumbent, they are now seeking a high calibre MBA or graduate Accountant (aged 27-35) who desires a challenging opportunity leading to a senior financial management position. The immediate responsibility is for the aggressive management of an £850 million portfolio of diverse assets in the company's pension fund. After spending one to two years in this position, you should expect to move on to another demanding role either

within Treasury or in the broader financial activities of the company.

Serious applicants for this unique opportunity will have a strong academic background and have demonstrated initiative and excellence in their current position. They should be assertive with a strong desire to advance in the organisation and particularly eager to ultimately move geographically within Europe or worldwide. Prior experience of investment analysis/fund management is NOT essential.

Interested candidates should write to John Zafar enclosing a CV quoting reference 1941 at Michael Page Finance, Centurion House, 136-142 London Road, St. Albans, Herts AL1 1SA, or contact him on (0727) 65813.



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London Bristol Windsor St Albans Leatherhead Birmingham Nottingham
Manchester Leeds Newcastle-upon-Tyne Glasgow & Worldwide

Qualified Accountants

MAKE MORE OF YOUR FINANCIAL SYSTEMS EXPERTISE EXCELLENT + CAR

Coopers & Lybrand is one of the world's leading firms of Chartered Accountants & Management Consultants. Our Small Computer Advisory Service provides systems expertise to small and growing businesses and advises our clients on all aspects of Financial Systems design, acquisition, implementation and support.

We now need a number of qualified Accountants to expand the team and to assume senior roles within the group. Each position will offer a high level of responsibility and professional challenge, working with an interesting portfolio of clients across a variety of industries, nationwide.

To succeed you should have extensive practical experience of computer-based

financial systems and knowledge of micro and minicomputer-based systems such as: Altos (under Xenix) • Novell Networks • IBM Micros (under AIX/DOSE) • DEC (under VMS) • Software packages including Jetro, SMB, Microsoft, Sun Account. You should also have hands-on experience of selection and implementation within a multi-user environment, and, above all, the presence to make an impact at senior executive level.

In return we can offer you defined career progression through to senior management, together with a generous salary and benefits package. You can also look forward to on-going training and a high degree of job satisfaction within a stimulating commercial environment.

Interviews will take place in London, week commencing 7 November. In the first instance, please write with full career details to: Rod Kentish, Personnel Manager, Coopers & Lybrand, Plumtree Court, London EC4A 4HT.



Coopers & Lybrand

Financial Controller

London

to £30,000 plus car and benefits

Our client is an established satellite television operator providing communications to specialist users. A captive customer base ensures highly profitable business and the company is owned by a consortium of major leisure conglomerates. Possible future developments include overseas transmission and expansion into further specialised services.

There is now a need to recruit a Financial Controller. Reporting to the Finance Director you will be fully responsible for all the accounting functions, with eleven staff. Financial and management accounting, systems upgrades and various ad-hoc assignments will all form part of this classic FC role.

You should be a qualified accountant, aged about 28-32 with at least three years pge. You could still be working in the profession, but you must be keen to make a career in the communications industry, and have the technical and interpersonal skills to succeed. Please reply in confidence, giving concise career and salary details and daytime telephone number and quoting reference 1563 to: Geoffrey Rutland ACA ATII, Executive Recruitment Division, BDO Binder Hamlyn Management Consultants, 8 St Bride Street, London EC4A 4DA, or call him on 01-583 3303 (office) or 01-878 8395 (home).

BDO BINDER HAMLYN BDO Binder Hamlyn Management Consultants
8 St Bride Street, London EC4A 4DA

Burmah SPECIALITY CHEMICALS LIMITED

Funding & Corporate Finance

Swindon
c£27,000 + Car

Burmah Speciality Chemicals (BSC) is a mainstream division of the Burmah Group with an annual turnover approaching £200m. With five trading divisions, each managed as an independent international business, BSC has a small headquarters team handling business development, finance and personnel.

Based at BSC's Swindon Head Office and reporting to the Finance Director, this is a senior management role offering a technical challenge in corporate finance.

Working within a specialist financial area, while remaining in touch with the practical funding needs of day-to-day business operations, you will be responsible for the availability of appropriate funding for existing businesses and acquisitions. Liaising with Burmah Group Treasury, your role will include the monitoring and co-ordination of banking arrangements in the division and the management of BSC's cash and liquid resources and exposure to foreign exchange. You will apply your taxation knowledge and perspective to assist Burmah's Group Taxation team in minimising overall tax liability. You will ensure that BSC has appropriate insurance covers for all principal business risks.

A professionally qualified Accountant, you will have gained substantial experience in profit orientated business in the industrial or commercial sectors. You will have a good understanding of corporate capital structures and business funding, backed by an appreciation of UK and overseas taxation. A strong financial technician, you will be able to translate your reasoning and conclusions into clear, concise and persuasive written and spoken English.

This is a key position within a major international group, and offers a competitive package c£27,000 plus car.

In the first instance, please send a written application supported by a CV to Mrs. Jane Reed, Personnel Officer, Burmah Speciality Chemicals Limited, Burmah House, Pipera Way, Swindon, Wiltshire SN3 1RE.

Financial Controller

Paris

£28,000+

This exciting position within a medium-sized but acquisitive and rapidly growing group is particularly suited to a young chartered accountant with around two years PQE.

The selected person will be responsible for the group consolidation, analysis of the subsidiaries' results, budgetary control, sundry audit work and will also be closely involved with acquisition investigation.

A strong professional background and fluent French are essential criteria for the position.

Interested candidates should ring Ivan Pacaud in Paris on (33.1) 42.89.30.03 or alternatively, write to him at Michael Page France, 10 rue Jean Goujon, 75008 PARIS, enclosing a comprehensive CV with contact telephone numbers and quoting reference IP1199FT.



Michael Page France

Specialists in Finance Recruitment
Paris - Lyon - London - Amsterdam - Bruxelles - New York - Sidney

Group Accountant

Central London £25K + Car + Share Options

An acquisitive and highly profitable public group in the manufacturing sector offers a challenging opportunity to a qualified accountant aged 25 - 30 with approximately two years post-qualification experience.

The Group Accountant forms part of a small central team and reports directly to the Senior Financial Executive. The position demands a good understanding of reporting requirements within a PLC and carries responsibility for a wide range of tasks including consolidations, acquisitions and capital project appraisal and assistance with the centralised treasury management function.

The successful candidate will be technically strong with a confident and energetic approach and the ability to work without supervision.

The post carries an attractive benefits package and progression to the Financial Controldership or Directorship of an operating subsidiary is envisaged within two or three years.

Please send a comprehensive CV, noting present salary, to:

Box A1009, Financial Times,
10, Cannon Street, London EC4P 4BY

POSTEL FINANCIAL ANALYST

c £26,000 + bonus + benefits

PostTel Investment Management Limited manage the Post Office and the British Telecom Superannuation Funds with assets totalling some £15 billion and a cash flow of over £700 million per annum.

A financial analyst is required to join the small management team to assist in appraising major prospective investment projects, mainly in property, and to monitor their performance. Projects will be in the UK and abroad and some overseas travel will be necessary.

The successful candidate, aged 26-30, will probably be a qualified accountant or economist with experience of financial work in a major commercial organisation.

Please apply in writing with personal and career details to:-

Sheena Gibson, Personnel Manager,
PostTel Investment Management Limited,
Standon House, 21 Mansell Street, London E1 8AA.

FINANCE DIRECTOR

Britax
Tel: 01273 500111

Britax Restmor Ltd has an enviable reputation within the childcare products market gained through a continuing commitment to product quality and customer service. With a turnover of £17m, the company manufactures pushchairs, prams and nursery equipment at Hackbridge, Surrey and Letchworth, Herts. and is an autonomous subsidiary of BSG International plc, whose worldwide interests include Britax automotive components and child safety equipment, Rumbold aircraft equipment and the Bristol Street Motors vehicle distribution chain.

A Finance Director is sought to assist with the further expansion of the company. Working closely with the Managing Director and heading a finance function of 14 staff, the successful candidate will be responsible for maintaining tight financial controls through timely reporting, planning and cashflow management.

As a key member of the senior management team, the Finance Director will be expected to play a significant role in the commercial development of the company.

Candidates should be qualified Accountants, ideally aged over 30, with a sound financial accounting background and a good working knowledge of costing procedures.

Please apply directly to Mark Ehrlich at Robert Half, Freepost, Walter House, Bedford Street, 418 The Strand, London WC2R 0BR. Telephone 01-836 3545, evenings 01-556 3615.

Financial Recruitment Specialists
London • Birmingham • Windsor • Manchester

Exceptional Opportunities for Business-Minded Accountants/MBAs COMMERCIAL CONTROL

Age 27-32 to £30,000 + Bonus to 40% + Car + Share Options

Our client is an international British group with turnover exceeding £200 million and a market leader in its field. The Group's product divisions are operated along decentralised lines with control over performance exercised via a small London Head Office executive team.

A recent institutional backed management buy-in has created an ambitious expansion plan based on organic and acquisitive growth aimed at a successful full stock Exchange listing in 1991. As a result, the Group seeks two young commercially minded Controllers to join its central team.

One individual will act as the 'right hand' financial support of one of the Executive Directors responsible for a manufacturing based division servicing the food sector, with operations in the UK, USA and Europe. The second individual will report to the Group Controller and will be involved in the integration and supervision of new acquisitions. Both positions involve the provision of

commercial advice on financial performance and control, coordinating reporting system developments, critically reviewing business plans and undertaking a variety of ad-hoc projects at Group and operating company level. These roles will involve an element of overseas travel from time to time.

You will be a graduate, qualified accountant or MBA with demonstrated relevant financial experience gained in a commercial or manufacturing based environment. You will be self-motivated, a good communicator with sound judgement, and possess the assertiveness and diplomatic skills to act as an effective challenge to operational management.

Interested individuals should write, enclosing a current cv together with salary details, to Shirley Knight, BA, ACMA, MBA, at: FMS, 14 Cork Street, London W1X 1PF (Tel: 01-491 3451).

FMS

Search and Selection Specialists
for
Financial Management

FINANCIAL CONTROLLER

Sussex Coast c£27,000 + car + benefits

With a significant growth rate per annum and world-wide turnover exceeding £20m our client is firmly established as a world leader in its specialist area of the electronics industry, selling to blue chip clients both at home and abroad.

As part of the small, highly-motivated management team you will assume day-to-day responsibility for the finance function and play an important part in the planning for future success. Reporting to the Finance Director, key tasks will be the implementation of a new costing system, provision of effective management information and importantly to provide active and practical support to senior management.

You should be aged between 26 and 34, of graduate status, a fully-qualified Accountant and have at least 3 years experience within a manufacturing environment. Computerised systems and costing experience is essential. The role offers the very real opportunity of a further Senior Appointment. The attractive package includes full relocation where required.

Please telephone David Newell on 0483 65566 (24 hrs) or write to him at

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York House, Chertsey Street
Guildford, Surrey GU1 4ET.

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UNIVERSITY OF BATH SCHOOL OF MANAGEMENT

LECTURER IN FINANCIAL MANAGEMENT

Applications are invited from those who can offer university courses in financial management to an advanced level and participate in research in organisations in collaboration with other members of the School. The post will be a permanent appointment, subject to probation if appropriate.

It is anticipated that the appointment will be made on Lecturer Grade A. An appointment to Lecturer Grade B may be made, exceptionally, if the experience and qualifications of the successful applicant warrant this.

Salary: Lecturer Grade A - £9,260 - £14,500
Lecturer Grade B - £15,105 - £19,310

Further particulars and application forms are available from the Personnel Officer, University of Bath, Bath BA2 7AY, quoting reference 88/228.

Closing date for applications: 3rd November 1988

CONSULTANT

Experienced accountant - FCA or FCCA - to act as a consultant in firm of Chartered Accountants with extensive Iranian business. Requirements: at least ten years post-qualification experience in Iran and UK (five years at management levels).

Knowledge of post-1979 business practices in Iranian corporation. Experience of UK-Iran import-export business, including oil and gas industry. Mother tongue Parsi and fluent English. Salary £17,000 +.

Please apply with a full CV to:
ROBERTS & CO
9 Cavendish Square, London W1M 9DD

Financial Controller

Basildon

c £30,000 + car + benefits

A rapidly expanding private publishing and printing group with annual sales of £40M seeks an ambitious financial controller.

Reporting to the financial director, the successful candidate will be responsible for:

- financial and management accounting;
- day to day control of the accounting function;
- further development of management information systems.

Applications are invited from qualified accountants, aged 28-35, with sound experience in computerised accounting systems and proven ability to manage and motivate staff.

Please send a comprehensive career résumé together with salary history and daytime telephone number, quoting reference 2974, to Philip Nourse, Executive Selection Division.

Touche Ross

Thavis Inn House, 3/4 Holborn Circus, London EC1N 2HB
Telephone: 01-353 7361

FINANCIAL CONTROLLER

City Generous package including banking benefits

Our client is a securities house, the subsidiary of a major European bank, trading mainly in Sovereign debt, Eurobonds and other securities, and providing corporate financial services. With ambitious plans for growth and a widening range of services they now wish to strengthen the management team by recruiting a Financial Controller.

The primary responsibility will be to manage all aspects of the accounting function. The Controller will be expected to make a strong contribution to the effective financial

management and control of operations, including the regulatory requirements of TSA, of which they are members.

Applicants should be qualified accountants, preferably graduate chartered, with experience in the City and in financial services. They should have strong managerial skills, flexibility and the potential to meet the challenges of this growing business.

Please write in confidence with full career and salary details, quoting reference B8834, to John Hills.

KPMG

Peat Marwick McLintock

Executive Selection and Search
70 Fleet Street, London EC4Y 1EU.

GROUP FINANCIAL CONTROLLER

£50,000 + car + benefits

A major international insurance broking group, based in the City of London, is seeking an outgoing and commercial chartered accountant to take an active part in the development of the group.

Reporting to the Finance Director your role will include responsibility for statutory accounting and the operation and development of the group's management information systems. There will be ample opportunity to make a strong impact within the group and the operating companies where greater emphasis is now being placed on profit improvement, balance sheet management and cash control.

Applicants should be aged 35-40 possessing strong communication skills and having gained experience at a senior level within a large group with well developed financial disciplines. This need not necessarily have been obtained in the insurance industry. International experience would be an advantage.

A comprehensive range of executive fringe benefits is offered. There will be further scope for career development within the group not necessarily confined to the group finance function.

Please write to John P Sleight FCCA enclosing full career/salary details and daytime telephone number quoting reference J/773/GF.

LLOYD MANAGEMENT Selection Consultants 125 High Holborn London WC1V 6QA 01-405 3499

GROUP FINANCE DIRECTOR

c. £40,000 + substantial profit share + executive car

Attractive N. Yorkshire location

Our client is a young group of companies in the transport sector. A successful operating history together with substantial expansion and development opportunities has prompted the need to recruit a young and dynamic director to join the group board.

The role is seen as key to the group's continued success through planned expansion in the transport and other sectors where opportunities have been identified. Candidates, probably in their mid thirties, will bring experience in a senior role in a successful and expanding business which encourages drive and energy. The successful applicant will provide an important professional dimension to corporate strategy, acquisition and integration.

Applicants will be chartered accountants, educated to graduate level, with the required personal qualities and a thorough experience of financial management techniques. A track record of achievement in a fast-moving environment will be necessary to ensure success in a team keen to seize growth opportunities.

The remuneration package will allow the successful candidate to add considerably to the base salary of £40,000 if corporate and personal objectives are achieved and is intended to attract the highest standard of candidate.

Please write in confidence with a CV to David Bannister, Executive Selection Division, quoting reference number L/855.

KPMG

Peat Marwick McLintock

Executive Selection and Search
City Square House, 7 Wellington Street, Leeds LS1 4DW.

Group Financial Director

Cambridge c£30K + car + benefits

Our client is an expanding group of companies, engaged in academic publishing and the provision of information in electronic and other non-print formats to libraries worldwide. In order to continue its growth both organically and by acquisition they have identified a need for a Group Financial Director.

Reporting to the Chairman, the appointee will manage, co-ordinate and monitor all financial and accounting aspects of the group, with U.S. and European subsidiaries, from its Cambridge base. The group's small accounting team will necessitate a hands on approach to the accounting functions and the development of existing computer systems. Some travel will be required in the UK, US and France.

The successful applicant will be a professionally qualified accountant, aged between 25 and 45, able to demonstrate a sound track record, commercial flair and good interpersonal skills. The ability to speak French would be an advantage.

Interested candidates who have the experience and ability to make an important contribution to and share in the continued success of this group should send a detailed C.V. including present salary to Paul Whittle, quoting reference CAS4, Spicer & Oppenheim, Personnel Services, Leda House, Station Road, Cambridge CB1 2RN.

SPICER & OPPENHEIM

A MEMBER OF SPICER & OPPENHEIM INTERNATIONAL

REGIONAL HEAD OF FINANCE

Thames Valley c. £30,000 plus car

Our client is a substantial industrial trading organisation with a turnover in excess of £100 million from its Southern Region. The Financial Controller, who will report to the Group Finance Director, will have total responsibility for all accounting and management information needs of the region. It is anticipated that this position could lead to regional directorship within two or three years. Preferred applicants for this position will be qualified accountants, probably aged between 30 and 45, with experience to controllership level in a sizeable trading organisation requiring substantial staff control and development and significant general management involvement. Please send brief personal and career details to Douglas G. Mizon quoting reference F659M.

EW Ernst & Whinney
Executive Recruitment Services,
Becket House, 1 Lambeth Palace Road, London SE1 7EU

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Elizabeth Rowan Ext 3456
Wendy Alexander Ext 3526

Planning and Control Consumer Products

London

c £40,000 + car

Our client is a major and successful plc with diversified business interests and worldwide sales in excess of £2 billion. The group is marketing led with strong brand names and well placed for further growth. As a member of a small but highly professional team, reporting to the Group Financial Director, your role will encompass all aspects of planning and control including the critical analysis and assessment of the plans, budgets and performance of operating subsidiaries and the provision of financial and management information to the Board. You will also be involved in work of a special nature for members of the Board. There is a close relationship with senior operational management and there will be some overseas travel, primarily in Europe. Probably in your early thirties you will be a qualified accountant with a strong track record in one of the major accounting firms and good quality commercial experience since. This is a senior position within the group and there are excellent prospects for career and salary progression. There is a first class benefits package. Please write in confidence to John Cameron, quoting reference C977, at 84/86 Gray's Inn Road, London WC1X 8AE (telephone: 01-404 5971).

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Consultancy · Search · Selection



BBC Enterprises Ltd is a growing publishing and marketing company with a diverse product portfolio based primarily around BBC Television and Radio programmes.

Divisional Financial Controllers c. £25,000 plus car Management/Product Accountants £15,000 - £20,000

The Finance team has been restructured and vacancies exist for qualified and part qualified accountants with a strong commercial background in fast moving and media based products to work closely with divisional directors and their management teams in planning and reporting their activities. Divisional Financial Controllers (Ref. 7790/F) Management/Product Accountants (Ref. 7791/F) Based in West London. For further information telephone Dave Lee, Group Financial Controller on 01-576 2470. For an application form telephone or write (quote appropriate ref.) to Jo Marsh, Head of Personnel on 01-576 2508, Room A3080, BBC Enterprises Ltd, 80 Wood Lane, London W12 0TL.

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EXECUTIVE SELECTION

WC2

£ Excellent Package

With an enviable track record within this fiercely competitive industry, Robert Walters Associates continues to build upon its substantial market share through the provision of a high quality recruitment service.

The qualities for success within this team-orientated environment are assertiveness, creativity and resilience. In short, the ability to develop effective business relationships at the highest level is of paramount importance.

With a committed strategy of expansion both domestically and internationally, we are now seeking to recruit a key individual to join one of our specialised divisions, concentrating on the senior financial recruitment sector.

Advancement within this rapidly expanding operation will only be limited by individual ability. The attractive remuneration package will include a high base salary, substantial profit sharing bonus, private health care and company car.

The successful candidate, aged 26-32, will have previous financial recruitment experience and/or an accountancy background.

For a confidential discussion please telephone James Hyde, Director, on 01-437 0464 (business hours) or 01-997 6029 (evenings/weekends) or alternatively write to the address below.

ROBERT · WALTERS · ASSOCIATES

RECRUITMENT CONSULTANTS
Queens House 1 Leicester Place Leicester Square London WC2H 7BP
Telephone: 01-437 0464

TAXATION Manchester

Our client is a major multi-national with prime interests in retail, property and finance. Its Taxation Department serves the Group as a whole and now seeks to fill two posts, both located at Group headquarters in Manchester.

Assistant Taxation Manager

The appointee will report to the Group Taxation Manager. Aged late 20's upwards and ideally a graduate accountant/ATIL, or possibly an Inspector of Taxes, the successful candidate's experience will have built the ability not only to undertake the major computations but also to provide clear advice on a wide range of topics from CFC Dividends to VAT. Technical research will be encouraged and the considerable opportunity for career progression is not restricted to the Tax Department. Reference P152 M.

Tax Accountant

This position will appeal to a young, qualified accountant or Inspector of Taxes; wishing to pursue a career in industry. Although initially emphasis will be on computations, and familiarity with Taxsoft will be an advantage, there will be ample scope for advancement in both career and technical expertise. Reference P152 A.

Both these positions require intelligent, outgoing, self confident and common-sense decision makers, prepared to commit themselves to a Group which offers attractive salaries and a benefits package commensurate with that expected of an organisation of this size. Assistance will also be given with necessary relocation expenses.

Letters of application, together with CV, salary progression and any other relevant data should be sent without delay to the Managing Director, Performance Management Limited, 6th Floor, Peter House, St. Peter's Square, Manchester M1 5BH, and quoting the appropriate reference number.



Performance Management Limited
MANAGEMENT CONSULTANTS

Building Contracting

c £30,000, Bonus, Car Thatcham, Berks
The Company is a substantial £25m commercial painting, repair and maintenance contracting business with major growth potential in the UK. This is a new appointment which will require a full business contribution.

You will be a qualified professional, experienced as a financial controller, with accountability for the full day to day financial operations of a substantial business. Construction/contracting sector experience would give you a head start. A background in a UK wide diverse multi-unit business with fully computerised management information systems is a must.

The benefits package includes a profit related bonus, pension, life assurance, health insurance and a quality car (plus relocation assistance if appropriate).

Write to me with a full C.V. and a covering letter indicating how you meet our specification. Rolf Mitsen, Personnel Manager, HAT Painting, 48 The Broadway, Thatcham, Newbury, Berks RG13 4HP.

HAT PAINTING

THE LONDON YOUNG ACCOUNTANTS CAREER FAIR 1988



The Mall Galleries, based near Admiralty Arch SW1, represents an ideal venue for the major career event of the year for finalists, newly and recently qualified Accountants.

If you're considering a new step in your career. If you're wondering which is the best direction to take. If you'd welcome the opportunity to talk to our clients in a relaxed, informal yet informative atmosphere, join us at the Mall Galleries on October 19th and we'll put you in the picture.

For your personal invitation and information pack Telephone: 01-236 4428

or write to: Accountancy Personnel Career Fair Freepost London SW1E 5YZ

We'll turn your sketchy ideas into a masterpiece

LOANS AND INVESTMENT ACCOUNTANT

c £21,000 (Pay Award Pending)
Relocation expenses up to £7,000
Free leased car (under consideration)

The Loans and Investment Section of the Finance Service is responsible for the management of the Council's borrowing and investment, both in the long and short term. It also has responsibility for management of the Superannuation Fund investments mainly in co-operation with external Fund managers, but part of the fund is invested directly by the Council.

You will head a small section taking the responsibility for loan and cash flow management. You will have regular contact with financial institutions and the Council's bankers in order to manage to maximum advantage a debt portfolio in excess of £900 million.

Additionally you will give advice on capital financing policy and ensuring the availability of finance for the acquisition of capital assets so you should have the interest and temperament to function effectively in a stimulating environment of high level financial negotiation.

Applications from candidates with experience and skills in dealing with money markets will be welcomed, and a recognised accountancy qualification is desirable.

For further information about this post and informal discussion, please contact Mr J Pirie (Borough Treasurer) on 01-875 9700, extension 3823. Application forms can be obtained from Finance Service Staffing Section at Alexandra House, 16 Station Road, London N22 4TP, telephone 01-875 9700, extension 3818. Closing date 4th November 1988.

Haringey is working towards becoming an equal opportunities employer. Applicants are considered on the basis of their ability for the post with equal opportunities for all, including women, black people, people from minority ethnic communities, disabled people and people with disabilities, and holders of mental illness, drug addiction and alcoholism related convictions.

HARINGEY COUNCIL Jobs

CORPORATE FINANCE EXECUTIVES

3i Corporate Finance is recruiting recently qualified chartered accountants or auditors, who have already acquired some corporate finance experience or intend moving into this area. The successful applicants will be self-starters, capable of deal creation, who have commercial flair as well as professional expertise.

3i Corporate Finance is 3i's fast expanding corporate finance arm, which initiates and advises on acquisitions, mergers and the raising of capital.

Remuneration will be competitive and attractive to the right individuals.

Interested applicants should write, giving full details of experience, salary and career to date, to: N. M. Williamson, Managing Director, 3i Corporate Finance Ltd, 91 Waterloo Road, London SE1 8XP.

All applications will be treated in strict confidence.



CHIEF ACCOUNTANT

W.1. c£32K + car + bonus

CHANCERY BANK

the merchant banking division of Chancery PLC, with advanced under management in excess of £100 million, has a newly created, challenging and rewarding role as a result of the significant organic growth of our Banking activities.

Reporting to the Finance Director, you will be expected to work to tight deadlines in a fast moving environment. Working with both PC and Minis, you will be responsible for:

- Development and preparation of management accounts, Board Reports and Bank of England returns.
 - Preparation of statutory accounts, VAT and other tax returns and computations.
 - Maintenance of nominal ledgers and hire purchase/leasing accounting.
- Benefits include n/c pension, permanent health insurance, WPA and share options. You must be ACA or ACCA qualified and ideally have several years banking or financial service experience.

Please send your full cv, indicating present remuneration package, to: Ms J Standfield, Group Resources Executive

CHANCERY PLC
14 Fitzhardinge Street, Manchester Square, London W1H 9PL

Group Financial Accountant

to £30,000+ Car + Bonus to 40%

Our client is a highly successful British group of companies with diverse international operations. Recent restructuring and carefully formulated strategic plans have resulted in exciting growth opportunities, both organically and by acquisition. A full listing on the UK Stock Exchange is also envisaged in the medium term.

As a result of internal promotion, an opportunity has arisen for an ambitious, commercial Accountant to join their highly professional Head Office staff in London as Group Financial Accountant.

A technically challenging role, you will assume full responsibility for the financial accounting. In addition, ad hoc work will give exposure to

budgeting and planning, taxation, treasury and funding issues plus acquisitions work.

The ideal candidate will be a qualified Accountant aged 26-32 with experience of consolidated group reporting and multi-currency work. A pro-active approach and excellent interpersonal skills are pre-requisite, as is the desire to succeed quickly in a fast-moving and demanding environment.

Interested applicants should contact Collette Harrison on 01-831 2000 or write enclosing a full Curriculum Vitae and daytime telephone number quoting reference M106 to Michael Page Finance, 39-41 Parker Street, London WC2B 5LH.

Michael Page Finance

International Recruitment Consultants
London Bristol Windsor St Albans Leatherhead Birmingham Nottingham
Manchester Leeds Newcastle-upon-Tyne Glasgow & Worldwide

Financial Director (Designate)

East Midlands

c£27,500 + Car + Benefits

Our client is a highly successful subsidiary of a major international public group, marketing a range of high quality printed products to Blue Chip customers. The company has a turnover approaching £14 million and operates on an autonomous basis, but having the benefit of excellent support from the wider group.

Owing to a recent promotion within the group, the company now has a requirement for a Financial Director (Designate) to assume control of all financial, company secretarial, data processing and purchasing activities. In addition the successful candidate will be expected to become heavily involved in the wider aspects of the management of the company, acting very much as a number two to the Managing Director.

Candidates should be qualified accountants aged 27-35 with a broad base of financial management experience to date and an entrepreneurial business outlook. Personal qualities will include strength of character, drive, determination and the ability to manage a rapidly changing environment.

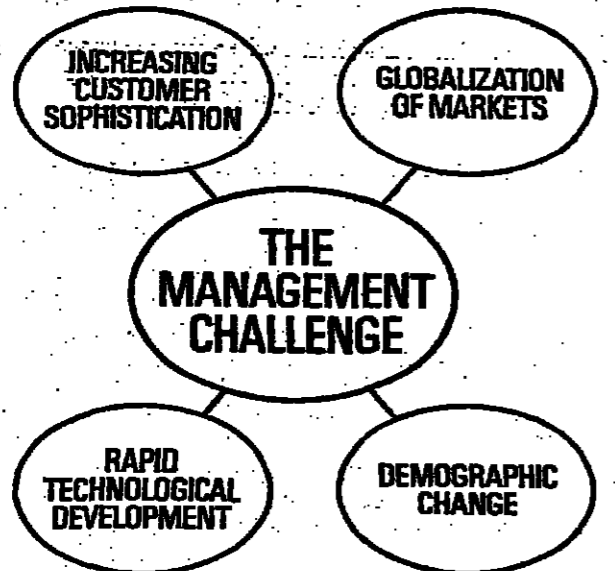
The group offers unrivalled potential for future advancement to more senior line financial roles and ultimately, into general management, therefore only candidates with the necessary commercial flair need apply.

If you feel that you can meet this challenge please write to Ian Leech at Michael Page Finance, Imperial Building, Victoria Street, Nottingham NG1 2EX or telephone him on (0602) 483480.

Michael Page Finance

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MANAGERS FOR THE 1990s



ACAs TO £25,000 + CAR INTERNATIONAL TRAVEL

To succeed in the 1990s and beyond, managers will increasingly need to be:

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- MULTIDISCIPLINED — TO MANAGE CONTINUOUS CHANGE.
- ACTION ORIENTED — TO STAY AHEAD.

TNT Skypak is an international express parcels, documents and mail carrier and part of Australian based TNT, the largest integrated transport group in the world.

With a high transaction volume, global network, continuous product and systems development, and control through the bottom line, management of the finance function is both central to the success of the business and integrated with marketing and operations.

If you have the will to be a top manager, recognise the opportunity inherent in this environment and want to know more, please contact either Patrick Johnson or Richard Parnell of Robert Walters Associates on 01 437 0464 between 8.00am and 10.00pm today.

TNT Skypak
International Express

TNT The Worldwide Transportation Group

CORPORATE TREASURER

W6

SALES PROMOTION & MARKETING

TO £37,500 + Car + Subs Bens.

Started just six and a half years ago, the F.K.B. Group have grown rapidly to become the leading sales promotion and marketing consultancy on both sides of the Atlantic. This prominence has been achieved through a combination of an aggressive acquisition strategy and a well conceived organic growth policy. The success of the Group can be directly attributed to a young, high calibre and forward looking management team.

As a direct consequence of this continued expansion, the Group wishes to appoint a Corporate Treasurer who will be expected to play an active role in its future development. Reporting to the Group Finance Director, this position will have primary responsibility for the management of the Group's cash resources. This will include the development of an optimal cash management structure, the use of corporate banking facilities and negotiation of credit lines. As a direct consequence of the continued overseas expansion, with a particular focus on Europe, the Treasurer will be expected to introduce efficient management of the Group's rising foreign currency exposure.

The successful candidate is likely to be aged between 28 and 36 and have had at least 5 years commercial experience, a substantial part of which will have been in Treasury. Additionally, you will have had direct experience of working in a Group, where a great importance is attached to the efficient cash management of subsidiary companies. Finally, it is likely that you will be looking for a unique opportunity to join a fast moving company which will provide both a professional and personal challenge and where you will be expected to make an important contribution to the future of that Group.

For further information, please contact Mark Spickett on 01-629 4463 or write to him at: Cardinal House, 39-40 Albemarle Street, London W1X 3FD.

OLIVER MCKENZIE
SEARCH AND SELECTION CONSULTANTS
Cardinal House, 39-40 Albemarle St., London W1X 3FD. Tel: 01-629 4463

Financial Controller

£26,000 to £28,000 inc.

CIT is a professional and educational body based in the City. We have a £6.5 million turnover and this will increase over the next few years.

We are seeking a recently qualified FCA (or FCCA) with a general commercial background. The person appointed will take charge of all aspects of the Institutes finances from the management of the Accountant to the control of investments. The emphasis will be on implementing robust financial procedures which can be introduced effectively to 'non-financial' managers. This post will report to our Director of Finance.

In addition to a friendly working environment we offer 27 days paid holiday, a generous non-contributory pension scheme, subsidised lunches and a season ticket loan arrangement.

For further information and an application form call Graham Smith on 01-606 3835 or write to him at:

Personnel Department,
The Chartered Insurance Institute,
20 Aldermanbury,
London EC2V 7EY
quoting ref FC11.

GROUP FINANCIAL CONTROLLER

Key role in a major public company in the leisure sector.

SOUTHAMPTON c £32,000-£35,000 + CAR + BENEFITS

TVS ENTERTAINMENT PLC is a leading international communications group encompassing TVS Television, the ITV franchise holder for the South and South-East of England, MTM Entertainment, a major US television programme producer, and Midem, a French media trade fair promoter. TVS has an impressive record of profit growth and is implementing planned expansion by acquisitions and organic growth.

TVS seeks a dynamic individual to take responsibility for group reporting, treasury and tax matters. The successful applicant will report to the Group Finance Director, monitor group performance and actively contribute to the formulation of group financial policies.

Candidates should be chartered accountants with approximately four years post qualification experience, above average academic records, and be able to demonstrate significant career progress to date. Excellent interpersonal skills, sound commercial judgement and energy are required to succeed in this demanding role.

Please write with full curriculum vitae, quoting reference number 116588/FT to:- Personnel Manager, TVS, Television Centre, Southampton SO9 5HZ

TVS welcomes applications from all people regardless of sex, race or disability.

TVS ENTERTAINMENT

FINANCE DIRECTOR

Media Company

London

c £40,000 + benefits

Equity share

This is a demanding role, in a small but fast-growing company who represent regional newspaper interests at a national level.

Reporting to the Managing Director, you will complement and underpin his business flair with your own commercial and financial acumen. You will control the total accounting, company secretarial and systems functions of the company with a small team and will be expected to give strategic input to the direction of the business from a financial standpoint. You will be a key executive member of the board, working closely with the Managing Director.

You will probably be 32-45 with a good degree and an accountancy qualification. You will need to show at least six years progressive track record ideally in a service industry at a senior level.

The role is likely to appeal to candidates who want to get more "hands on" experience in a small, friendly environment which will give them more freedom than they currently enjoy.

It also offers the chance to reap the rewards of your efforts through a generous equity share scheme.

Please send a comprehensive resume including salary history and day-time telephone number, quoting ref: 2976 to Bruce McKay, Executive Selection Division.

Touche Ross

Thames Inn House, 3/4 Holborn Circus, London EC1N 2HB.
Telephone: 01-353 7361.

FINANCIAL CONTROLLER

£25-30K plus car and benefits

This private company, based in West London, and presently employing c.300 staff is entering an exciting phase of expansion in the retail/catering sector.

Reporting to the Managing Director, to successful applicant will need to be capable of further developing computerised accounting systems and have the desire to become really involved in the operation. The position will appeal to a young qualified accountant seeking a challenging and responsible senior management position.

Please send C.V. to:
Helen Ogg
34-38 Standard Road
LONDON NW10 6EU



Business Analysis - early flotation

Newly/Recently Qualified Accountant

City To £25,000 + Benefits

The continuing success of this young, enterprising communications and media group is reflected in a 25% p.a. growth rate and a projected turnover of £50m for next year, paving the way for market flotation by 1990. As a result, they are seeking an ambitious accountant to strengthen their finance function.

As an integral part of a small, close-knit team, you will be involved in the analysis and review of the group's profitability. Working closely with sales, marketing and production managers, your brief will cover all aspects of financial planning and systems enhancement, in addition to a broad range of ad-hoc assignments, such as new product feasibility studies.

Working closely with the Financial Director on the impending flotation, you will gain valuable exposure to merchant banks and other professional advisers.

This unusually varied role offers exceptionally broad experience to a commercially aware newly/recently qualified accountant, in their mid-late 20's, who can demonstrate excellent communication, skills and considerable drive and flair. Every opportunity exists to make a real and increasing contribution to the organisation's future success.

For further information, please contact PAUL BAKER on 01-404 3155 at ALDERWICK PEACHELL AND PARTNERS LIMITED, Accountancy and Financial Recruitment, 125 High Holborn, London WC1V 6PL.

Alderwick & Peachell
PARTNERS LTD

Financial Director Designate

East Anglia

Circa £27,500 + Car + Benefits

Frozen Quality Limited was formed by a group of East Anglian farming combines to add value to their products by freezing, packing and selling direct to the major retail multiples.

With the addition of a well developed trading activity to broaden their product range, turnover is now around £25 million, 20% of which is branded under the Froqual label and profitability is very good. All manufacturing is contracted out and there are 30 employees.

The future prospects of this company are very exciting and the need has now been identified to strengthen the senior management team. Reporting to the Managing Director the successful candidate will be fully responsible for the finance function and will play a key role in the general management and direction of the company. Initial duties will be to improve the existing accounting system and raise the function to a proactive role.

Candidates must be in their 30s/early 40s, qualified and have held a senior financial position in a consumer (FMCG), manufacturing or marketing environment, gained ideally in a medium sized company. Relocation expenses will be paid if necessary.

Interested applicants, should send a detailed CV or telephone for an application form quoting reference 7021/FT.

Wickland Westcott & Partners

SEARCH AND SELECTION/Management Development
21 Cook Street, London W1X 1HB, Telephone: 01-499 1113.

GROUP FINANCE DIRECTOR

North East Scotland
Salary: £35-40,000 + benefits

The position of Group Finance Director is a new appointment reporting to the Group Chief Executive of a Scottish based holding company having manufacturing subsidiaries in the UK and USA with worldwide sales network. Current turnover is £20m, which is forecast to expand rapidly and it is intended to obtain a listing in due course.

Responsibilities will be to manage the company's corporate finance function, ensuring the effectiveness of controls within subsidiary companies. The Director would be expected to contribute a financial perspective to all aspects of business strategy, liaising with business managers to set commercial goals and stimulate strategic thinking.

Candidates should be aged 35-45, Chartered Accountants with overall financial controllership experience within a multinational company and ideally in a manufacturing environment.

The Group's business ambitions require the successful candidate to have a high degree of technical ability, excellent communication and inter personal skills and an empathy with the objectives of an expanding company. Future career prospects may include moving into a general management role.

Please send career and personal details quoting reference F7709/E to Denis Evans.

Ernst & Whinney
Executive Recruitment Services
Becket House, 1 Lambeth Palace Road, London SE1 7EU.

SENIOR CORPORATE ACCOUNTING MANAGER

City Age 30-35 c£35K + Car + Outstanding Benefits

At this major Securities House, extraordinary creativity, expertise and financial strength are dedicated to meeting the diverse financial needs of corporations, institutions, governments and individuals throughout the world. To every situation they bring an exceptional combination of human and financial resources, providing a perspective that reaches beyond any single transaction.

Due to internal promotion they are currently looking to recruit a senior manager with such breadth of vision. Responsible for the co-ordination and management of an extensive accounts department it is essential that applicants have proven hands-on man-management skills.

Reporting to the Director of Accounting, other pre-requisites of this position include:

- strong presentation skills
- exposure to budgeting/cost control
- systems awareness
- an innovative and pro-active approach.

In order to meet this challenge you are likely to be in your early 30's, a qualified accountant who is currently working in an environment where deadlines are critical and staff motivation and commitment essential.

The ability to adapt and operate in a fast-moving environment is more important than sector knowledge.

Interested applicants should contact Richard Parnell by telephone on 01-437 0464 or write enclosing brief details to the address below.

ROBERT WALTERS ASSOCIATES

RECRUITMENT CONSULTANTS
Queens House 1 Leicester Place Leicester Square London WC2H 7BP
Telephone: 01-437 0464

APPOINTMENTS ADVERTISING
Appears every Wednesday and Thursday
for further information call 01-256 8500

FINANCE MANAGER

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Part of one of the UK's largest plc's, this major group of finance companies has an extensive product range including leasing, personal loans, mortgages and hire purchase. With a continually expanding national branch network, growth in profits has been outstanding and is anticipated to continue.

Ambitious development plans are being pursued, which include new product introductions, a major investment in new systems and a number of possible acquisitions. Accordingly, an additional senior position has been created for a qualified Accountant seeking to make a significant contribution to the business.

An entry point to the Group, the Finance Manager will work closely with the Finance Director and control a department of 16 staff. Handling financial and management accounting, including exposure to offshore funds, the position offers significant input into systems development and implementation and responsibility for the total reporting function.

The successful candidate will have a sound accounting background and be seeking a highly commercial organisation in which to develop. Previous exposure to the finance industry would be advantageous but is not a prerequisite.

Please apply directly to Mark Ehrlich at Robert Half, Freeport, Walter House, Bedford Street, 415 The Strand, London WC2R 0BR. Telephone: 01-836 3545, evenings 01-556 3615.

Financial Recruitment Specialists
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CJA RECRUITMENT CONSULTANTS GROUP

3 London Wall Buildings, London Wall, London EC2M 5PJ
Tel: 01-588 3588 or 01-588 3576
Telex No. 887374 Fax No. 01-256 8501

A demanding appointment - scope for profit sharing. Opportunity exists to become Financial Director in 12-24 months or to run an overseas operating company.



FINANCIAL CONTROLLER

LONDON

£32,000-£45,000

INTERNATIONAL TRADE AND FINANCE AND MANUFACTURING GROUP -
SUBSIDIARY OF A WORLD-WIDE GROUP

This vacancy calls for accountants who think commercially, qualified either A.C.A., A.C.C.A. or A.C.M.A., aged 32-40 who will have achieved at least 7 years commercial/industrial accounting experience and at least 2 years as a Commercial Controller in an organisation utilising modern financial control methods. The responsibilities are widely drawn and will cover integrating newly acquired companies into the Group in the U.K. and overseas ensuring financial information costing systems are streamlined and cash flow information, business plans, forecasts and budgets are produced, through a small team. In the first year between 15-25% overseas travel will be necessary. The ability to play a key role in the corporate development of this organisation is important. Initial salary negotiable, £32,000-£45,000 + car, free life assurance, family BUPA, non contributory pension, permanent health scheme, commercial health cover and assistance with removal expenses if necessary. Applications in strict confidence under reference FC167/FT, to the Managing Director: ALPS.

ADMINISTRATION MANAGER - PERSONNEL

A further vacancy exists in the above organisation, calling for 7 years administration experience, aged 32-45. Salary negotiable, £18,000-£28,000 + similar fringe benefits. Applications in strict confidence under reference AMP344/FT, to the Managing Director: ACP.

3 LONDON WALL BUILDINGS, LONDON WALL, LONDON EC2M 5PJ. TELEPHONE: 01-588 3588 or 01-588 3576. TELEX: 887374. FAX: 01-256 8501.

OPERATIONAL AUDIT MANAGER

Central London c.£40k + Car

Our client is a major force within the UK retail and leisure industry, having a turnover in excess of £1.5b.

The function of the audit department is to give comfort to the company's executive on the management and control of autonomous business units.

An experienced manager is required to head up a sizeable audit department of qualified staff reviewing systems and controls throughout all business areas and appraising strategic issues.

Preferred applicants will be Chartered Accountants aged around 35 from one of the major professional firms, with a strong audit background ideally with a retail and distribution bias. It is essential that applicants have a good commercial approach and the credibility to deal with senior management and to progress to a senior line position within three years of appointment.

Please send career and personal details quoting reference F/729/A to Carrie Andrews.

Ernst & Whinney
Executive Recruitment Services
Becket House, 1 Lambeth Palace Road, London SE1 7EU.

Ambitious Young Accountants

Aged 24 to 30
£18,000 to £25,000 + Car
LONDON AND VARIOUS LOCATIONS

to join the fast-track management team of a recently reorganised manufacturing and trading group operating semi-independently within a £2 billion UK food industry organisation, which is itself growing and eminently profitable.

The appointments call for the full range of accounting skills, financial planning and control, budgets, cash flow computer systems development and the preparation of periodic and final accounts against critical time schedules.

Success will earn promotion, either in finance or into general management; career prospects are implicit within the organisation chart.

Candidates must be qualified accountants who can offer several years' relevant experience, either in industry or commerce, or within the profession.

Large company benefits include relocation, if appropriate. Please write - in confidence - to W.J. O. Michie, quoting reference B 32839.

MSL International, 32 Aybrook Street, London W1M 3JL.
Offices in Europe, the Americas, Australasia and Asia Pacific.

MSL International

Move out of London

Professional UK Network c.£30,000 + car

An innovative, imaginative Financial Controller is sought by our clients who have an exciting, growing business which is in the throes of a major change process. Turnover has doubled in two years from acquisitions and organic growth. This new appointment will assist with improving the infrastructure required to realise an agreed business strategy, including further substantial growth.

As one of the top ranking regional solicitors, the client's Head Office is based in East Anglia. The finance function will be controlled by the successful candidate who in turn will report to the practice's Chief Executive.

An ambitious qualified accountant aged late 20s to late 30s, would find this an excellent career move. Alternatively an appropriately experienced older candidate with the enthusiasm to respond to the needs of managing change could find the role attractive. In either case one would be implementing change with guidance from a highly experienced business strategist together with a very forward looking management team of partners.

Please write, in confidence, with adequate details, to Peter Willingham quoting ref PTW 087, at Spicers Executive Selection, 13 Bruton Street, London W1X 7AH.



SPICERS EXECUTIVE SELECTION

A MEMBER OF SPICER & OPPENHEIM INTERNATIONAL

FINANCE DIRECTOR

Expanding, listed U.K. Company, with diverse multi-national interests seek a Finance Director. Mature candidates are welcome to apply for the position.

For further details please write, including C.V., to:

Beavis Walker
Chartered Accountants
14 Southampton Place
London
WC1A 2AJ

OUR TOP FIVE

CHIEF ACCOUNTANT - C. LONDON c£34,000 + car + mortgage

Age to 40 - Insurance management
Broad range of responsibility for an ACA in this high profile role.

PROJECT ACCOUNTANT - KENT £27,000 + car

Age 27/38 = F M C G
Reporting at board level, will liaise with companies throughout this growing group.

ASST. GROUP FINANCIAL CONTROLLER - SUSSEX £26,000 + car

Age c.35 = leisure and travel
Good opportunity for ambitious accountant who can relate to the industry.

FINANCIAL CONTROLLER - E. LONDON £25,000 + car

Age 25-33 = food group
Reporting to M.D. of this growing food group with USM aspirations.

SENIOR COMPUTER AUDITOR - C. LONDON £27,000 + car

Age immaterial - Blue chip plc
Newly structured role to develop and manage the computer audit function throughout the group.

FOR FURTHER INFORMATION ON THESE APPOINTMENTS OR TO RECEIVE OUR OCTOBER FREE VACANCY LIST (REF FT7) Covering qualified positions in industry and commerce. Locations, London, Home Counties and U.K.

F.T. Partnership
70 Old Broad Street, EC2M 1QS
Telephone 01-623 1053 (24 hour)



OPERATIONS DIRECTOR

NORTHWEST To £37,000

Our client is a rapidly developing subsidiary of a highly successful international group which markets, sells and distributes capital equipment and supplies. A Board level opportunity has arisen for a qualified Chartered Accountant who has been involved with managing the wider commercial aspects of a business, especially D.P. and general administration. This is an exciting role for someone in their mid-thirties who now wishes to make a genuine contribution to the commercial direction of the business. As well as being involved with strategic and tactical matters as part of a small team, you will have day to day responsibility for accounts, D.P., Company secretariat, warehousing, distribution and general administration.

The salary package will be up to £35,000, with a fully expensed car, private medical insurance and other benefits associated with a position at this level.

Send your full C.V., together with details of current salary etc. to: Miss Keenan, ARA Advertising, Cresta House, 17-19 Maddox Street, London W1R 0EX.

ARA ADVERTISING

Finance Director

SW ESSEX, £40,000 + BONUS + CAR

SILCOCK EXPRESS LIMITED is a dominant market leader in the national vehicle distribution industry, and the largest member of a UK based European group. It is profitable and has grown strongly in recent years to approach a turnover of £40m. Further growth and business diversifications are planned.

A key to the company's success is the strict adherence to sound business principles. Consistent with this, to strengthen the management team, the company now

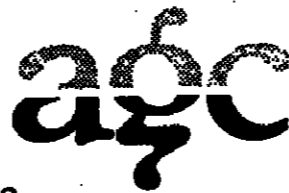
wishes to recruit a strong and effective Finance Director to ensure appropriate financial disciplines are followed. As a member of the Board you will be required to actively contribute to the commercial direction and management of the company, and in due course be capable of taking on a general management role.

You must be a Chartered Accountant, aged mid to late 30's, with a progressive record of commercial achievement in the distribution field or industry in general. The

need to influence and advise colleagues within this 'hands on' environment calls for a person of some stature in addition to well developed interpersonal skills.

Resumés, with daytime telephone number please, to Chris Howarth, Ref. CH964, Coopers & Lybrand Executive Resourcing Limited, Shelley House, 3 Noble Street, London EC2V 7DQ.

Executive Resourcing
Coopers & Lybrand



Finance Controller

Cambridge

c £28,000 + car and stock options

Agricultural Genetics Company was formed in 1983 to develop and market worldwide opportunities in agricultural biotechnology. Backed by both corporate and institutional funds the company is achieving significant commercial success.

Continuing growth demands the appointment of a Finance Controller to take responsibility for all corporate finance, accounting, legal, secretarial, statutory, tax, treasury and computer activities. This key position reports to a main board director.

Applicants should be chartered accountants with 3-5 years post qualification experience gained either in industry or public practice at management level. Strong

technical ability is essential for this demanding and varied role. Personal qualities must include excellent presentation and communication skills supported by keen commercial awareness and the essential self motivation to operate in a small fast moving team environment.

The company offer an excellent remuneration package which includes stock options, company car, pension and medical insurance. Relocation expenses will be provided where appropriate.

Intended applicants should write to John Sheldrake enclosing career details to John Sheldrake Associates, Hall Keeper's House, 42 Castle Street, Cambridge CB3 0AJ, Telephone 0223 313791 (Fax 0223 60366).

John Sheldrake Associates
Executive Selection & Search

The career move for a young accountant.... Management Accountant

London - West End

£20,000 + Car

A recently qualified accountant is sought by the Head Office of a major international engineering and high technology Group. This is an exceptional opportunity to gain invaluable experience within a small, multi-talented finance department at the corporate centre of this prestigious international group.

Your main responsibilities will include the preparation of the Group's management accounts, budgets and forecasts to strict reporting deadlines. This involves considerable contact with operating companies worldwide, monitoring their reports, providing analysis and requiring familiarity with computers. Experience of

foreign subsidiary reporting would be an advantage, and a practical commercial outlook is essential to undertake this role effectively.

Interested applicants should write enclosing a comprehensive Curriculum Vitae and daytime telephone number, quoting Ref: 265, to Barry Ollier BA, ACA, Whitehead Rice, 295 Regent Street, London W1R 8JH, or telephone him on 01-637 8736.

Whitehead Rice

MANAGEMENT SELECTION

FINANCIAL INVESTIGATIONS

London/Manchester

to £40,000 + Car

Our client is one of the leading firms of International Chartered Accountants with an established and expanding investigations department which enjoys a high reputation within the business community. They now seek senior managers for both the London and Manchester practices. A full range of services is provided to clients, which includes—

- * Full listings, USM and Third Market flotations;
- * Acquisition investigations;
- * Management buyouts;
- * Working capital reviews;

involving work both in the UK and abroad, particularly the United States.

Reporting directly to partners, candidates should be Chartered Accountants aged circa 28-33, with substantial relevant experience and well developed personal skills.

Our client can offer the following—

- * The opportunity to progress to partnership;
- * Continuing contact with a diverse clientele;
- * An interesting and challenging workload;
- * The stimulus of colleagues of high calibre;
- * A highly competitive salary package.

For further information please telephone John Fraser or James Cozens on 01-629 4463 (evenings/weekends 01-226 1579 or 0256 463940), or alternatively write to them, enclosing a full cv, including current salary details, at the address below.

HARRISON & WILLIS

FINANCIAL RECRUITMENT CONSULTANTS

Cardinal House, 39-40 Albemarle St., London W1X 3FD. Tel: 01-629 4463.

ACA with marketing & negotiating flair

c. £24K plus 2 litre car and Banking Benefits

Barclays Mercantile Highland Finance is the leading agricultural finance company in the UK, with aims of being a leading European force by 1992. We got there simply by taking the trouble to find out what our customers' real problems were, and what they really wanted.

We are looking for someone in the mid to late twenties, with at least two years post-qualification experience. If you are the right person, you are looking for a job that offers something different — a job as a key figure in our marketing team, involving contacts at many different levels inside and outside the company. You would be responsible for negotiating financial packages with leading City institutions, and would also play a key role in the pricing and financial construction of new products. This is a great opportunity for personal development.

You will be expected to demonstrate sound technical ability and good communication skills. You will need self-confidence and motivation, because we shall be looking to you to contribute significantly to the achievement of our financial objectives.

The career opportunities we can offer are second to none. After 2 or 3 years you would have the option of either moving back into a senior line accountancy role or simply developing on to bigger ventures. With a group like Barclays behind us, you will have numerous choices.

Our employment package includes a non-contributory pension scheme and — after a qualifying period — a subsidised mortgage.

If you are interested in any of these positions, write with a cv to Daryl Howe, Personnel Manager, Barclays Mercantile Highland Finance Ltd., Elstree House, Elstree Way, Borehamwood, Herts WD6 1DW. Or ring him on 01-207 4488.

BARCLAYS MERCANTILE
Highland Finance

A Mercantile Company

Career and Lifestyle
In the West you get the best of both worlds

ACCOUNTANTS

c.£24,000 + car scheme + relocation

Our client is a service-based organisation in the West Country which is committed to meet the challenge of a population and economic growth rate above the national average which is projected to increase well into the next decade.

Its present turnover is £103 million with a capital investment programme of £60 million.

In order to take advantage of this growth and maximise profit, our client requires Accountants to assist in reviewing the Company's strategic planning, operational and management information systems, capital investment planning and project appraisal, pricing policy and the expansion of commercial enterprises.

You will need to be a fully qualified Accountant with a minimum of 2-3 years experience in an industrial or commercial environment. You will be fully conversant with computerised financial systems. A degree in mathematics, economics or business management would be an advantage.

The opportunities that exist in the West Country, for Accountants, will enable you to further your career prospects and also to enjoy the benefits of living in one of the country's most attractive regions. The coast is always within easy reach and improved road and rail links allow good access to other parts of the country.

In return we offer a competitive salary and a good benefits package, pension arrangement and car scheme.

If you think its time your career matched your lifestyle please write with full personal and career details to Doug Alexander or David Dodd at MSL International, 4th Floor, Broad Quay House, Broad Quay, Bristol, BS1 4DJ. Telephone Bristol (0272) 216617.

MSL International

TREASURY — YOUR FIRST STEP TO SUCCESS

NEWLY/RECENTLY QUALIFIED ACCOUNTANT

Salary c.£24,000 Company Car

Based at prestigious head office, located in Amersham, Bucks

A vigorous, intelligent and committed young professional is sought by this international public group with a turnover of c.£170 million, for a high profile appointment offering immediate challenge and responsibility.

With 85% overseas trading, the treasury function is a highly visible area currently experiencing major development. Responsibilities will centre upon maintaining an economic and market awareness, proposing and monitoring strategies, and actions principally for the hedging of European currencies and U.K. interest rate exposure, developing and monitoring systems for the control of debtor and stock levels throughout the group. Particular emphasis is placed on providing a high level of support to the group treasurer and group controller, by undertaking special projects and investigations. Rapid career progression is envisaged to corporate finance or divisional financial management.

If you would like to be considered for this exceptional opportunity, please write briefly enclosing a curriculum vitae or telephone for a personal history form, in either case quoting ref. 5998, to Carol Newberry who is advising the company on this key appointment.

EXECUTIVE CONNECTIONS

RECRUITMENT SELECTION & ADVERTISING

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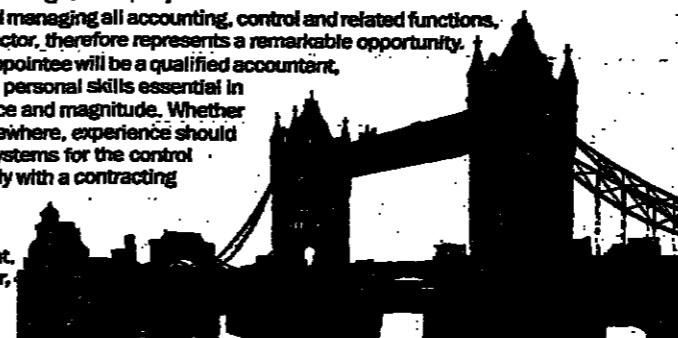
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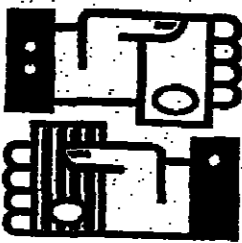
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FOR ACCOUNTANTS

FINANCIAL TIMES SURVEY



Despite last year's stock market crash, management buy-out deals are still increasing rapidly in

number, fuelled by stiff competition among investment institutions. The worry now is, reports Charles

Batchelor, that pressure of money may lead to buy-outs at any price.

A flood of finance

TIMES HAVE never been better for the frustrated British manager keen to stage a buy-out of the business he is running. Competition among the banks and venture capitalists to lend him the finance is intense and if the boss will not sell to him he can drop the idea of a buy-out and look for a company to buy into. Buy-in finance too has never been more readily available.

For the investors which finance buy-outs and buy-in life has grown correspondingly tougher. Buy-out teams are in a strong position to negotiate deals in their own favour; the returns available to the financiers are starting to drop, and the risks are increasing as more and more loan finance is balanced on relatively smaller amounts of equity.

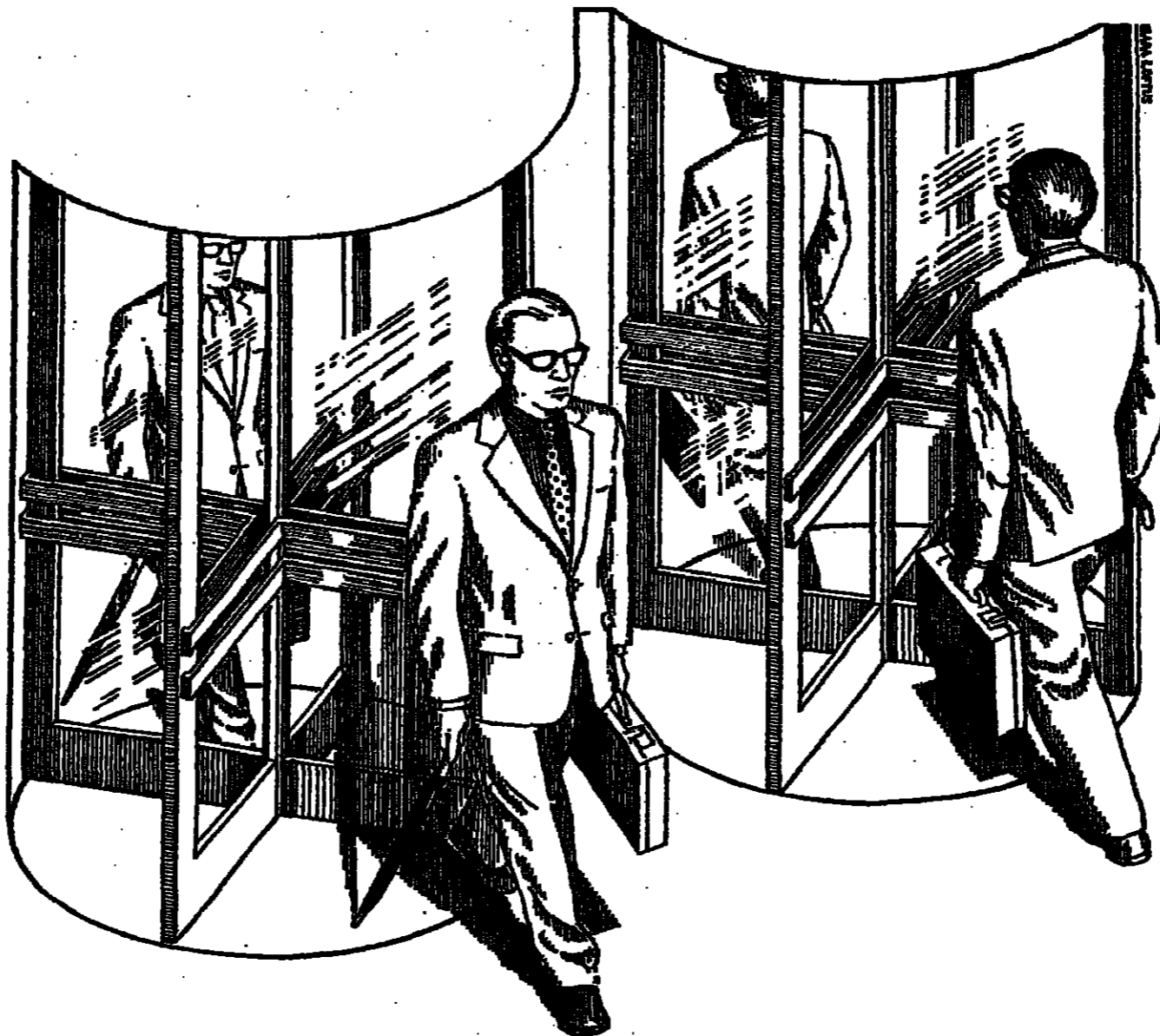
"Investors are being squeezed by managements to the point where deals are not worth doing," complains Mr Hugh de Quervain, managing director of Midland Montagu Ventures. "Some deals are being structured with ratchets (arrangements which reward the management with more equity if performance targets are met) which mean that even if the company doubles its profits the investor gets no benefit. It's absolutely incredible that these deals are being

struck. I suspect investors do not know what ratchets mean." "The buy-out market has become as competitive as merchant banking in the 1980s, syndicated loans in the 1970s and equities in 1960s," notes Mr Michael Bentley, chief executive of Electra Investment Trust.

The measure of that competition has been the rapidly increasing number of deals which have been completed in recent years. From just 13 deals worth a few million pounds in 1977 the numbers rose to 300 deals worth £2.82bn in 1987.

The stock market crash of October 1987 has dampened interest in the very large deals and the £715m buy-out of MFL, the furniture retailer, just before the crash remains the largest UK buy-out to date. But large numbers of smaller deals have been completed this year and in the first nine months of 1988 210 deals worth £2.33bn were recorded by accountants Peat Marwick McLintock.

Buy-outs are also becoming increasingly attractive to the directors of UK public companies disillusioned with their poor market rating in the wake of the stock market crash. Mr Richard Branson last week announced the details of a



Management Buy-Outs

£248m buy-out of Virgin Group which obtained a public listing less than two years ago.

In the US leveraged buy-out activity is also increasing sharply again after the slowdown induced by the stock market crash. Deals worth \$39bn have been completed so far this year compared with \$38bn in the whole of 1987.

In the UK, the flood of buy-out finance comes from two sources. Venture capital organisations, which in the US do not get involved in buy-outs,

have increasingly switched their attention away from start-up and early stage financing towards buy-outs. Buy-outs may offer lower returns (though some buy-out specialists dispute this) but the rewards are surer and will come through more quickly.

At the same time a range of British institutions as well as the London-based branches of American banks have shown an increasing interest in buy-outs. Development capital groups such as Falkirk Ventures and Foreign & Colonial Ventures recently raised more buy-out finance while new American players such as Drexel Burnham Lambert, the US junk bond specialist, and GE Capital, General Electric's finance arm, continue to flock to London.

Profitable deals may have become harder to find but there is no sign of an end to the influx of keen investors to the buy-out scene. There are still very good returns to be made by the providers of both equity and loan finance. And the buy-out teams do not have

things entirely their own way. The managers of Parker Pen, like the other investors, made a good profit when their company was sold to Pentland Industries in September but they did have to accept an earlier-than-expected end to their company's independence.

The worry in the industry is that the pressure of money looking for a home may lead to buy-outs being put together at any price. In the longer term, if the economy deteriorates, the bought-out companies which are not properly financed might get into difficulties.

Buy-outs in Britain have traditionally been financed much more conservatively than their counterparts in the US, which depend far more on the rapid disposal of unwanted assets to survive. Typical debt-to-equity

ratios in the UK have been 3 or 4:1 compared with 8:1 in the US.

But UK gearing levels are now starting to climb to meet managements' desire for greater leverage on their equity and the debt investors' desire for income rather than capital gains in current depressed stock market conditions.

Buy-outs still represent a very safe investment, particularly for venture and development capital organisations like 3i which expects one in three of its start-up and early stage deals to fail compared with just one in ten of its buy-outs.

Nevertheless, UK investors have taken note of the problems in the US of Revco, a large drug store chain, which in July became the first US

buy-out to file for protection from its creditors. Less than 19 months after being taken private in a \$1.3bn leveraged buy-out Revco sought protection because of the unduly ambitious growth and profit projections built into its financing.

The British buy-out community has avoided such embarrassments but rising UK interest rates could cause problems. Some deals which have been contemplated will not go ahead while completed buy-outs will take longer to achieve the targets set in their business plans.

Some protection against interest rate increases are provided by arrangements known as "caps" which set a ceiling on interest payments. These caps usually last for one to two years so buy-outs of that vintage will be affected shortly. More recent deals will be protected unless interest rates remain high for a long time.

As the buy-out has increased in popularity and profits to investors have come under pressure, the deal-makers have diversified into buy-ins. These involve an outside management team taking control of a company with the help of financial backers. Since the buy-in management team is not familiar with the company the risks of failure - and therefore the rewards of success - are much higher.

When 3i announced recently that it was looking for 200 managers prepared to stage a buy-in it was swamped with 700 replies. The buy-in concept has clearly caught on.

What the buy-in trend has done is to shift the onus for putting the deal together away from the management towards the financier. The investors were anyway starting to play a more active role in putting together buy-outs but the growth of the buy-in confirms this trend. This represents a move towards the US practice in which buy-out specialists arrange deals for their financial rather than their industrial logic and managers are only involved at a later stage.

A second US financing technique which is gaining ground in the UK is the use of mezzanine finance in buy-outs. This form of high-yielding, unsecured loan financing is increasingly being employed to bridge the gap between equity and secured debt in deals.

About £110m of the £1bn worth of buy-out finance that has been provided by 3i is in the form of mezzanine, says Mr Ewan Macpherson, head of 3i's City office.

But despite the increasing willingness of UK institutions to provide mezzanine, Drexel Burnham Lambert and GE Capital believe there is a gap to be filled. Mr Rodney Hall, head of GE Capital's London operations says he is prepared to provide sums of up to £200m of mezzanine to finance individual deals.

"We hope the mezzanine market will develop," says Mr John Burgess of Baring Capital Investors. "It would make deals easier." He attributes the slow development of mezzanine funds in the UK to the lack of a domestic corporate debt market which means institutions have no experience of evaluating that form of debt.

In setting up in London, GE Capital, like many other US groups before it, hopes to establish a base for operations not just in the UK but throughout Europe. It plans to carry out cross-border deals - involving companies with operations in more than one country - from London and also plans a Paris office within the next two years.

The attraction of continental Europe lies the fact that in many countries the buy-out technique is not highly developed and the opportunities for profitable deals are greater. France and the Netherlands do have sophisticated buy-out markets though there is scope for further growth while Spain and Italy have even greater potential. Germany has proved a difficult market with the German banks resisting what they see as an attempt to upset traditional client relationships.

But a number of British buy-out groups with offices in Germany are hopeful that their persistence will pay off. If the profitability of British buy-outs comes under further pressure the incentive to move overseas can only increase.

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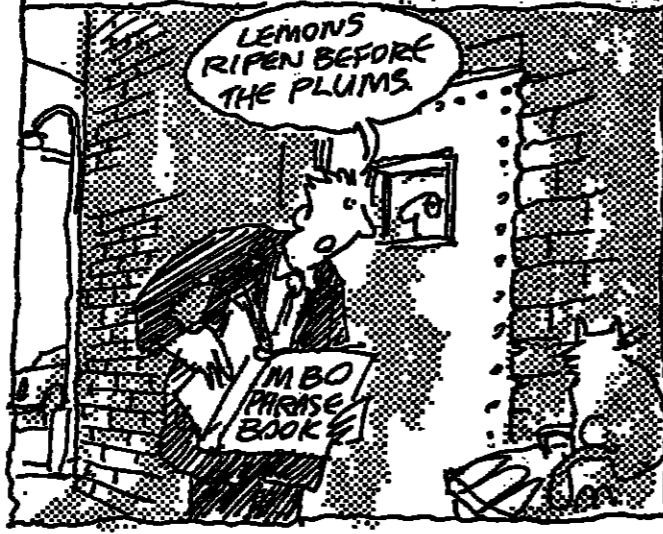
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MANAGEMENT BUY-OUTS 2

The buy-out industry has developed its own jargon, Charles Batchelor explains

Ratchets, leverage, lemons and plums



MANAGEMENT buy-out financing has become a separate part of the financial services industry largely independent of the venture capital industry from which it has sprung. The following is a glossary of the technical terms used in structuring buy-out deals and some of the related venture capital terminology.

Bridge financing - short-term financing for a company which is on the point of raising a new round of equity or about to go public.

Captive fund - a venture capital fund which is part of, or owned by, a larger financial services group and which does not raise funds on its own account.

Corporate venturing - practiced on a small, but growing, scale in the UK, this is when a large corporation buys shares in a small company, either directly or through a venture capital fund. The idea is to allow the big company to get involved in new areas while at the same time sharing the costs with another partner.

Cylinders - clauses in buy-outs which limit the extent to which the interest rate charged on borrowed funds can rise or fall. A safeguard against borrowing costs rising to the point where they endanger the company. The upper limit of a cylinder is known as a "cap", the lower limit as a "collar".

Deal flow - the rate at which investment propositions come to venture capitalists. Many claim to select only one in 50, though deal-flow numbers are sometimes inflated as a virility symbol.

Development capital - later

stage finance for more established companies which are profitable or nearly profitable. Less risky generally than early-stage finance.

Due diligence - detailed analysis and appraisal of the background of the entrepreneur and his business plan.

Earn-out - a formula by which the management are encouraged to perform better by paying on the basis of future performance.

Exit - the point at which the venture capitalist sells his holding in the buy-out com-

pany either through a stock market flotation or a trade sale to a large corporation.

Gearing - borrowings as a percentage of shareholders funds. If you have borrowed 2800,000 from the bank and with your backers put 21m into the business, your gearing is 80 per cent.

Hands-on/pro-active - a hands-on investor aims to add value to his target company by participating in its management, usually as a non-executive director.

IRR - stands for Internal Rate

of Return. Different people work this out in different ways but it usually means the average annual rate of return to the investor over a given period, including dividend distributions and realisation profits or the profits shown on a fair valuation of the buy-out company.

Lead investor - venture capitalist with the largest share in a syndicated investment. He usually initiates the deal and takes a hands-on role on behalf of the other partners.

Lemons and plums - had investments usually go wrong before the good ones produce a profit. In the jargon, lemons ripen before the plums.

Living dead - this refers to companies which are just about trading profitably but which are unlikely to do really well. A slightly dated term from the industry's early boom-and-bust days.

Leveraged buy-out - similar to a management buy-out though usually applied to US deals where the transaction will have been initiated by a financial group rather than management. The name refers to the high levels of borrowings these companies take on, using the assets being purchased as leverage.

Management buy-in - an offshoot of the management buy-out industry. The purchase of a business by one or more out-

side managers with the help of a group of financial backers. Riskier and hence more lucrative for the backers.

Management buy-out - the purchase of a business by its existing management with the help of a group of financial backers. The managers put up a relatively small sum to finance the deal but gain a disproportionately large share of the equity if all goes well.

Mechanised finance - unsecured loans which rank after senior debt but before equity in the event of the company failing. To compensate for the greater risk to the lender, it usually earns interest one to

three percentage points above secured loans and often carries an equity "kicker" to give the lender a stake in the equity.

Portfolio approach - usually taken by hands-off investors, this entails creating a balanced portfolio of companies in varying sectors and at different stages of investment in the hope the overall performance will be good.

Ratchet - an incentive arrangement whereby the managers get a bigger share of the equity if the venture performs well. Sometimes managers forfeit shares if they do particularly badly.

Replacement capital - a

enthusiasm for cashing in one's chips. When an entrepreneur sells some of his shares to raise money or because he wants to leave the cash he receives is replacement capital.

Second round financing - the funds a company needs to take it onto the next stage of growth. Usually products will have been launched and the company wants to finance new products or expand its market.

Slippage - this is what happens when the buy-out company starts to get on more easily than expected. Because development costs are lower or sales grow too slowly.

Sponsored spin-out - an

investment where a new company is formed, part-owned by a venture capitalist, a management team and the previous parent company. The new company is set up to exploit new developments or fresh market opportunities.

Star - a company which is so successful that it pays for all the shares in a venture capitalist's portfolio many times over.

Syndicated investment - an investment which is too large and risky to be handled by one investor and which needs to be shared among several partners.

Venture capitalist - hands-on venture capitalists describe it as the concept of adding value to investments by participating in the management and offering advice. Those with a more passive approach use the word "investor".

Whistle-blower - risk investment in unproven companies with high growth potential.

FINANCE

Big attractions for investors

GE CAPITAL, a financial subsidiary of the US group General Electric, last month became the latest company to enter the market for the financing of UK management buy-outs.

GE has plenty of company. Such has been the success of MBOs that banks and investment institutions have had a problem finding deals to finance and have resorted

knocking, eagerly, on management's doors. Last year, some estimates say that 25bn of funds were available for UK MBOs; the value of the deals completed was only 22bn.

Mr Tony Berry, the chairman of Blue Arrow, recently revealed that a group of US financial institutions had offered him the funds for an MBO although it is unlikely that he will take up the offer.

The stock market crash, which has left many share prices well below their earlier levels, has made the buy-out sums look even more attractive to investors. And if investors needed any reminding of the profit potential in MBOs, they have just had to watch the new issues market. In the first half of this year a quarter of all stock market listings were former MBOs, as investors cashed in on their early successes.

Failures are still quite rare. It has been said that it expects only one in ten of the buy-outs it funds to be unsuccessful. Until that rate improves, the number of potential buy-out investors is likely to increase.

In 1986, according to the Centre of Management Buy-Out Research, 147 separate equity investors backed buy-outs in the UK. Amongst the most significant players in the UK are the venture capital groups, like Schroder Ventures and Chartered Development Capital.

The growth of the market has meant that a large number of specialist buy-out funds have now been established. For example B2W set up the Barclays de Zoete Wedd Buy-out Trust, a \$20m fund designed to sit alongside Barclays Development Capital.

The US banks have obviously been keen to grab a share of the UK market, although deals are still not as highly leveraged as those in America. Bankers Trust has been involved in buy-outs such as the Rover Group's sale of Leyland Bus and Harry Goodman's International Leisure Group. Citicorp's prominent presence in the market is already being mentioned and other active US banks include the First National Bank of Boston and Security Pacific.

However, everything in the MBO market is not always rosy. When Parker Pen attempted to beat on the UK stock market in June, the group's venture capital investors clashed with its broking advisers.

The brokers responsible for the deal were not prepared to back the high market capitalisation placed on the company by its investors. The latter wanted to sell 20 per cent of the company for nearly as much as the whole of it had been valued less than three years previously.

In the event the deal was abandoned and Parker Pen was acquired last month by Pennington.

It may be harder to see the potential for profits in buy-outs where the main motivation seems to be disillusionment with the stock market.

But for the moment there seems little dampening of MBO investors' enthusiasm.

Philip Coggan

THE ENTREPRENEURS

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STELL'S EXPERTISE NOW SPREADS FAR AND WIDE FROM THEIR ORIGINAL BASE IN COMPUTER INTEGRATED MANUFACTURING...

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THE CITY LIKED HIS PLAN TO RETAIN THE TOP TWENTY MANAGERS WITH EQUITY AND HIS CUSTOMER-DRIVEN IDEAS TO REDUCE THROUGHPUT TIME.

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EMP BEARINGS' ANTI-FRICTION DESIGN SOLUTIONS KEEP INDUSTRY ROLLING. WHEN THEY CAME UP FOR GRABS, TRADE BUYERS WERE KEEN.

THEN THE MARKET CRASHED! WITH A HIGH LEVERAGED DEAL ON A LOW EQUITY BASE, ALAN WAS THE ONLY CASH BUYER IN SIGHT. IN TWO MONTHS HE PULLED OFF THE UK'S BIGGEST-EVER BUY-IN AT £73M.

35 ALAN BARKETT WAS A MANAGEMENT SOLUTION...

IN SEARCH OF A PROBLEM WITH BACKING FROM CITICORP VENTURE CAPITAL.

HE'S PUTTING PIDE BACK INTO METAL-BUSING AS LIMITED PROVISION INDUSTRIES LOOKS TO AN EARLY 12% PROFIT IMPROVEMENT.

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Top equity investors

Investor	Nos of MBOs Invested In
St	45
Cit	34
County Natwest	32
Citicorp	31
Prudential	29
Charterhouse	27
Barclays Venture	26
Candover	22
Lloyds	21
Globe	19
Kleinwort	18
Barclays	18
Schroder	18
Warburg/Mercury	15
Philrow Ventures	15
Murray Johnstone	14
Leah & General	13
Eci	13
Foreign & Colonial	12
Bankers Trust	10
SUNB	10
Norwich Union	9
SPHG Equity Ventures	9
Redwood	7
Scottish Eastern	7

Source: Paul Warwick Ltd, Inco

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MANAGEMENT BUY-OUTS 3

Charles Batchelor on how to go about a buy-out

An exhilarating, frightening experience

THE MANAGEMENT buy-out has become such a popular method by which managers take control of their own business that it is easy to assume the technique is familiar to every self-respecting chief executive and finance director.

The reality is that for most executives a buy-out is a once-in-a-lifetime experience which is at the same time exhilarating and frightening. Venture capitalists who fund many of the deals report anxious telephone calls from managers keen to buy out their company who admit to complete ignorance as to how they should go about it.

The number of successful buy-outs may have increased sharply over the past year or so but conditions have, if anything, become tougher for would-be buy-out teams.

Vendors, usually the parent company or the controlling family in the case of a private company, have become more aware that they can strike a hard bargain. The days when companies were happy to sell poorly-performing subsidiaries at below net asset value just to be rid of them are long gone.

Competition has also become more intense because there are growing numbers of rival willing to stage a buy-in and of trade rivals prepared to make a

competing offer. A trade buyer can frequently justify a far higher price than the managers could afford because of the benefits it can gain from integrating the purchase into its own operations.

So how should managers go about acquiring the ownership as well as management control of the company for which they work? What are the pitfalls they should look out for?

Firstly, a suitable buy-out team must be put together. It is likely to include the chief executive and finance director of the business though other skills, such as marketing and production, will also be required. The smaller the buy-out team the better. Experts suggest between two and six people is best so as to avoid disagreements within the team and speed up decision-making.

The team should establish at an early stage whether a buy-out is feasible. This avoids wasting time and money on fees to professional advisers.

The advisers themselves should be chosen for their previous experience in this area

and they should be involved at an early stage. This might increase the fees charged but could avoid basic errors at the outset and save money in the long run.

The accountancy firms have made a specialism of advising buy-out teams but lawyers and other financial consultants have also moved into this market. It is wise to check the details of previous deals which have been completed to see who has been involved.

The advisers may help the management team prepare the business plan which is needed to raise the finance, before referring the managers on to the venture capital groups and other City institutions which back buy-outs. Some venture capitalists warn however that the accountants and others are apt to judge the financier on the basis of how cheaply he will do the deal rather than whether he has any special skills which might prove useful in a particular situation.

The business plan should explain briefly how the buy-out opportunity arose and the aims



of the buy-out team. It should provide profiles of the managers and details of their experience and qualifications.

The business plan must be described in some detail, covering its history, products, markets, competitors, technology, management structure and financial performance.

BUY-INS

Value of strangers

common factors with the buy-out. They both involve a combination of an investor or group of investors, who provide the bulk of the finance, and a management team which takes an equity stake.

But whereas the managers in a buy-out come from the existing management team, in a buy-in they are usually strangers to the company, and they come in from outside. This places an extra premium on their management skills since they are not familiar with the problems the company is facing.

Both buy-outs and buy-ins usually inherit a heavy load of debt which must be paid off as rapidly as possible from profits.

The main requirements for a successful buy-in are: ● A management team with a successful track record either in the same industry or in dealing with the specific problems facing the buy-in company. ● Experience of managing an

autonomous business rather than just running part of a larger group is a bonus. ● A target company which is under-performing because of weak management with shareholders or an owner who is willing to sell out.

● An important advantage of the buy-in is the fact that, unlike a buy-out, the incoming managers cannot be accused of running the company badly when it belonged to somebody else but of performing much better when their own money is invested.

Despite the higher risks associated with buy-ins, 31, which has led the majority of deals which have been completed so far, says it has had a very low failure rate. Only two of the 70 deals backed by 31 over the past two years have resulted in failure though it is too early to judge what the ultimate failure rate will be.

To compensate for the higher risks the investors expect a higher return. Ven-

ture capitalists would typically calculate a 30 to 40 per cent annual rate of return on a buy-out, 40 to 50 per cent on a buy-in and 50 to 60 per cent on a start-up though these are gross rates of return and the actual rate achieved will be lower.

The role played by the deal-makers in selecting buy-in managers and finding target companies suggests a move in Britain towards institutionally-led deals. Up to now the main difference between the UK-style management buy-out and the US leveraged buy-out has been that in Britain the initiators of most deals have been the managers not the institutions.

Mr Charles Gossor of Phil-drew Ventures foresees this trend developing. Phil-drew Ventures would be prepared to buy a company for its own account and then find managers to run it, he says.

Charles Batchelor

He will not be concerned about upsetting anybody. One venture capitalist did such a good job of pointing out to the vendor the weaknesses of the business he was selling that the managers asked why he was helping them if the company was in such a bad way.

A cool, constructive approach to negotiations is best. Bluff and bluster are not recommended and threatening to resign and walk away from the business should be a desperate last throw. Do not make such threats unless you are prepared to carry them out, the professionals say.

The managers must be prepared for a long haul. Negotiations will almost certainly be spread over several months. At one moment they will be going smoothly. At the next they will appear near break-down.

Finally, when the months of negotiation are over, the real work starts. The managers must show that they can run their own operation outside the protective embrace of a large organisation. Many buy-outs have made their owner-managers rich men within a very short space of time. But the deals which go wrong, where managers are sacked or the finances restructured, bear witness to the risks involved.

and the resources required to attain these goals. Financial projections should be made covering profits, cash flow and balance sheets for at least three years ahead. Finally, the managers should estimate the finance they will need, including the purchase price and capital needs of the independent business.

Above all, the specialists urge, be realistic. One investor reports turning down a buy-out proposal "because it relied on the whole industry 'coming to its senses' and refraining from price cutting for several years." Since the business was in a notoriously cyclical industry prone to bouts of fierce price-cutting this condition seemed less than realistic.

Many multi-million pound buy-outs appear to balance, like inverted pyramids, on minute quantities of the managers' own money. Despite their small investment (in relation to the other funds being provided) the managers often gain a substantial stake in the equity of the business.

Realistically, though, the

amount the team invests must be large enough to demonstrate commitment and yet still allow the institutional investors a good return. A typical investment would be £200,000 with the amounts contributed by each individual ranging from £25,000 to £50,000.

Depending on the structure of the deal, the managers could expect to acquire anything between 10 and 60 per cent of the company although higher percentages have been known. Many deals involve 'hatchets' which allow the managers to increase their stake later if performance targets are met.

One of the most difficult tasks for the managers is dealing with their bosses. It is not unknown for managers who propose a buy-out deal to get the sack. They certainly face psychological pressures and the fear that if the deal does not go through, their career prospects with the parent group may be harmed.

It is here, in negotiating with the vendor, that the independent adviser earns his money.

Year	Larger Management Buy-Outs 1981/88						
	1981	1982	1983	1984	1985	1987	1988 (to date)
Under	15	18	22	28	32	35	38
Value	£1,200m	£1,500m	£1,800m	£2,200m	£2,500m	£2,800m	£3,000m

Larger management buy-outs are those with total funding of over £25m in 1988 values. UK MBOs are strictly so defined and exclude foreign management buy-ins, leveraged subsidiaries and UK financed offshore MBOs.

Source: Paul Marwick McLintock

Generating

1974

Although 1974 was the year of the three day week, at County NatWest Ventures we were working flat out on a brand new project.

In August, we reaped the fruits of our labours when we supported our first management buy-out team.

1987

The stock market crash did not stop our progress.

In October, we completed our 100th management buy-out with Venture Plant, a leading plant hire company.

On Christmas Eve, completion of the £17.5 million buy-out of Aynsley China from the Waterford Group brought our tally of buy-outs and buy-ins that year to 25.

1980

As the new decade arrived, our management buy-out activity was rapidly gathering pace.

By the end of the year we had tucked the 25th under our belt.

It was a reflection of the expertise built up over the previous six years.

1985

1985 saw us steaming towards new horizons when we led the £19 million privatisation buy-out of Vosper Thornycroft, the warship builder.

Such was the success of this buy-out that less than three years later the company was launched on the Stock Exchange.

1986

Among the 23 management buy-outs we backed during 1986 were two from Cadbury Schweppes - Swallowfield and Jeyes Group.

1988

In May, Southnews became our first management buy-in to obtain a USM quotation, 18 months after the original transaction.

It is a measure of success that, since Black Monday, no fewer than six of the management buy-outs we have financed have obtained a flotation, with a further five expected in the next six months.

These highlights merely outline County NatWest Ventures' management buy-out expertise. Our new brochure paints the full picture. In describing the way we have supported management teams in the past, it demonstrates why our experience should guide your future.

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For a copy of our new brochure call Helen Visser on extension 8465.
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MANAGEMENT BUY-OUTS 4

Unhappy about share prices, some companies are feeling...

The urge to go private

COULD THE management buy-out be about to take off as a means of taking public companies private? The continuing stock market malaise following the crash of October 1987 has prompted the managers of many public companies to think seriously about buying themselves out of their public misery.



Happier times: Richard Branson amid the rush for Virgin Group shares two years ago

Mr Richard Branson, chairman of Virgin, the entertainment group, last week announced the terms of a £248m buy-out of his company after less than two years as a public company which left him very dissatisfied with the share price. In August, Mr Tony Berry, chairman of Blue Arrow, the employment services group, had said he could get the funds needed to take his company private.

Venture capitalists and the funders of buy-outs report they regularly receive approaches from public company chairmen interested in the idea. It says it is currently studying three proposals.

At first sight there is little to stop deals such as these going through. The venture capital/buy-out community is flush with cash; many companies are disappointed with their stock market rating; and the US, the source for many financing techniques which later take root in Britain, has been experiencing a leveraged buy-out boom.

The recent arrival of two new US players on the British buy-out scene - Drexel Burnham Lambert, which dominates the US junk bond market, and GE Capital, the finance arm of General Electric of the US - may signal a change. But so far British institutional investors have proved resistant to the charms of the public company buy-out.

Public company buy-outs appeared to get off to an auspicious start in early 1985 when institutions backed a £56m offer from the management of Eaden, an engineering group, to buy out their company in the face of a hostile takeover bid from Trafalgar House.

But later that same year an unsuccessful attempt by the management of Molins, a manufacturer of cigarette-making equipment, to take the company private, showed the limits of the institutions' willingness to go along with these deals. The Molins' offer was judged ungenerous and the

institutions' fears were aroused that the management knew more than it was prepared to tell its outside shareholders.

This fear, that managers are not revealing all, coupled with the feeling that if the managers think they can do better than they should be prepared to do it for the existing shareholders, has dogged subsequent buy-out proposals.

Managers have had to offer institutions rather more convincing arguments to win shareholder support.

Nevertheless, Mr Harry Goodman persuaded institutions to back the £150m buy-out of his International Leisure Group in April 1987 on the grounds that the cyclical tour operations business faced a period of uncertainty. Shareholders also felt his investment plans for the airline side of the business would strain their patience and their pockets.

A year later, in April 1988, Glass Glover, a grower and distributor of fresh fruit, was able to persuade its shareholders that prospects were gloomy enough for it to be taken private by its management. Even so, one large investor, Scottish Amicable, held out for three months before finally accepting, last July that it could not force better terms on the deal.

Despite the handful of transactions that have been completed, forecasts that large

numbers of disappointed recent arrivals on the Unlisted Securities Market would bow out, have not been fulfilled.

Institutions still question why they should agree to sell out when the venture capitalists, sometimes within their own organisation, are ready to back the deal. The venture capitalist has to demonstrate that the type of finance the company now needs, and the higher risks attached, justify the high rates of return he expects.

Persuading the institutions is such an uphill struggle that some venture capitalists do not believe that public company buy-outs will ever be done in large numbers. Charles Gonszor of Childrew Ventures says buy-ins by outside management teams are more likely than buy-outs.

But opinion on this is divided. In the UK business framework, where disclosure requirements are less strict than in the US, hostile buy-in teams would not have enough information to mount a sensible offer, says Mr Otto van der Wyck of Baring Capital Investors.

Just why hostile leveraged buy-outs should have become so popular with US investors while having so little appeal for their British counterparts remains something of a mystery to many people.

One suggestion is that British institutions are reluctant to sell because the subsequent flotation of the buy-out group would show what a poor deal the original investors had got. In the US, by contrast, many buy-outs are dismantled and sold to trade purchasers so the discrepancy in the price is not so obvious.

Restrictions on partial tender offers in the UK, which prevent offers from hiding for, say, 51 per cent of a company's stock, also militate against public company buy-outs, say some.

But the most commonly advanced reason is the lack of subordinate debt finance - mezzanine finance in US parlance. Junk bonds in US terms - to make the financing of large public company buy-outs possible. As the price of deals has risen a layer of high-yielding mezzanine funds has become necessary to bridge the gap between equity and secured loan finance.

Mezzanine funds, which offer a higher yield than secured or senior debt, have appeared in UK buy-outs over the past two years but the amounts available have so far been modest.

This may now be about to change. Drexel is raising a £200m First Britannia fund to provide mezzanine finance for UK deals while GE Capital plans to tap its US parent's resources for large amounts of mezzanine finance.

Mr Rodney Hall, head of GE Capital's newly-established London operation, says he is willing to provide up to £200m of mezzanine finance for individual deals - five or six times more than the sums which have previously been available.

"This should lead to more deals in which public companies are taken private," he forecasts.

Mr Stephen Curran, deputy chairman of Candover Investments, also believes more of such deals are "inevitable". One reason advanced by the financiers is the "navy factor". Public company directors have seen their junior managers grow rich by staging buy-outs of their divisions and subsidiaries. Now they too want a share of the action. Whether Britain's institutions will let them still remains to be seen.

Charles Batchelor

NO MATTER what their relative histories generally, there can be little argument that on the financial front it is the UK which tends to ape the US. That broad generalisation certainly has some application in the corporate finance field and, arguably, in the buy-out arena specifically.

For a start, the management buy-out movement is somewhat younger in the UK. The idea was basically borrowed from across the Atlantic in the early 1970s, and has burgeoned here since then. That said, it was not until the current decade that the MBO concept really took off in Britain, with the first deal to pass the £50m - National Freight Consortium - negotiated in 1982. Just two years later, the more advanced climate on Wall Street was seeing its first \$1bn buy-out - that of Wamco in 1984.

True, the growth of the MBO industry in the UK has been rapid of late. In the entire period up to 1982, the value of management buy-out deals in the UK barely approached \$200m, but by 1987, the annual figures topped \$30m. Nevertheless, the US remains well ahead in the size stakes; annual leveraged buy-out activity is now reckoned at around \$40m. The US, moreover, still claims the largest deal ever done - the \$8.2bn offer for Beatrice Foods.

Deal structures are another area where the US tends to lead the UK - though many might argue that innovation and financial prudence do not necessarily go hand in hand, and that the more conservative UK approach has a good deal to recommend it. Wall Street is now famed for the breadth of its capital markets, and leveraged buy-out deals there have employed any variety of complex mezzanine finance, junk bonds and the like.

These American structures, moreover, tend to translate into much higher gearing levels immediately after the buy-out is completed. It is generally reckoned that average equity to debt ratio on US deals is around nine or ten to one. The comparable UK figure is put at perhaps five to one.

Such differences, however, are largely symptomatic of a more fundamental underlying force. In general, most UK buy-outs have been initiated by either the incumbent management or, indirectly, by the management of a parent company which decides - for group strategic reasons - to dispose of one particular arm or subsidiary.

Very broadly, it is estimated that as much as three-quarter of recorded deals in the UK

LEVERAGE FINANCE

Specialists eye UK

Top providers of debt

	Now of MBOs
Bank of Scotland	28
West	24
Barclays/BZW	20
Standard Chartered	18
Milford Montagu	15
Floyed Bank of Scotland/Charterhouse	14
Lloyds	13
McKenzie Benson	11
Barclays Trust	10
Citibank	7
Creditanstalt Bankverein	7
Long Term Credit Bank of Japan	5
Den Norske Creditbank	5
Industrial Bank of Japan	5
China	4
Canadian Imperial Bank of Commerce	4
Credit Agricole	4
Frankfurter	4
Bank of Boston	4

Source: Paul Marwick McLuck

result from divestments by domestic or foreign-owned parent companies.

In the States, by contrast, the role of the deal-makers is far more pronounced. The Leverage Buy-Out (LBO) industry is fairly substantial with over two dozen well-known specialists in the area, plus the various investment banks.

Moreover, the tradition of drumming up business via specific deals, rather than letting in through via well-established client relationships, is very much part of the American corporate finance scene.

With this in mind, it is not perhaps surprising that buy-outs should become a fairly familiar response to a takeover situation on Wall Street. One good current example would be the situation at publishing group Macmillan, where the UK publisher Mr Robert Maxwell has been engaged in an auction with leveraged buy-out specialist, Kohlberg Kravis

Roberts. Equally, it is worth noting that the recent speculation - and no more than that - that Blue Arrow, the employment agency business headed by Mr Tony Berry, might be taken private involved talks between US investment house Dillon Read, the US investment bank, and possible investors.

But is Britain likely to continue moving closer to the States? Those arguing in favour of this general notion usually point to the growing number of US-owned leveraged buy-out-related funds being set up in the UK. Perhaps most public attention has centred on the First Britannia fund, being set up by Drexel Burnham Lambert, the acknowledged "junk bond" specialists.

This fund is expected to invest in high-yielding bonds used primarily in management buy-outs in the UK and Europe. "junk bonds" - though term is shunned - are basically high-

yielding securities used as a financing tool in such situations. They invariably rank low in the pecking order of the buy-out vehicle subsequently his financial problems. They can also be linked to some sort of warrant structure, allowing investors to buy shares in the new vehicle at a pre-determined price in the future.

According to Drexel, the junk bond market in the States had climbed to a hefty \$350m (including private placements) in the UK, it is substantially smaller. The firm estimates that such bonds have featured in less than a dozen deals, totalling only some \$30m in value terms. Arguably, the availability of the Drexel fund could have a significant impact on the method of financing MBOs in the UK. That said, the fund is far from huge - Drexel has said that it wishes to raise about \$200m with the closing date for subscriptions scheduled from early September to mid-October. The US house adds that seven deals are currently being looked at.

Drexel, it should be said, is not the only US house to see sizeable opportunities in the UK's MBO market. GE Capital, the financial services arm of General Electric, has established a London-based team, for example, while Citicorp has talked about a \$1bn fund.

That said, American investment houses have been disappearing round the corporate finance arena generally over some time, and the overall inroads made have been relatively limited. The indigenous practitioners have some grounds for remaining fairly sanguine - in public at least. "They tend to promise more than they can deliver," says one typical, blue-blooded UK practitioner. Moreover, the thought of LBOs playing any sizeable role in the contested takeover arena hardly seems a scenario likely to delight Britain's institutional shareholders - or, possibly, the Bank of England. Leveraged bids, after all, have a less-than-successful history in the UK.

But whether, in the process of trying to see off the competition, UK financing institutions themselves adopt a more American style remains to be seen. It could be an interesting battle to watch.

Total UK Management Buy-outs

Year	Number	Value £m
1980	100	40
1981	170	120
1982	190	230
1983	208	290
1984	190	280
1985	230	1,030
1986	270	1,230
1987	300	2,830
1988 (to date)	210	2,830
	1,800	8,290
Annual average	210	890

Source: Paul Marwick McLuck

Neill Tait

THE BRICOM GROUP
UK
Management Buy-Out
£405 million funding

ALLEVARD INDUSTRIES
France
Management Buy-Out
FFr 530 million funding

HHL
Italy
Management Buy-Out
\$62 million funding

PIER IMPORT
France
Management Buy-In
FFr 240 million funding

BUCKS GROUP
UK
Management Buy-Out
£8.8 million funding

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MANAGEMENT BUY-OUTS 6

PROFILE:KTM



KTM finalises its ESOP: l to r, Bob Bretherton, Malcolm Sheppard, Mike Bright, Graham Felstead, Joe Wickham, Peter Cooper

A big stake for the workers

WHEN Mike Bright was presented with the opportunity to buy KTM - one of the UK's leading machine tool manufacturers - from Vickers, he decided that the Brighton-based company's 295-strong workforce should be able to get in on the act as well. The result was a management buy-out coupled with one of the UK's first Employee Share Ownership Plans - ESOPs for short.

Full details of the scheme have yet to be finalised, but in essence it will be similar to those established at companies such as City Vehicle Engineering (144 employees), Linsell Radiators (850) and MFI Furnishing Group (6,500). Amid much legal complexity, the purpose of which is to appease the taxman, a so-called employee benefit trust is set up as a vehicle to hold the employees' shares.

In the case of KTM, which is being advised by Granville & Co, the merchant bank specialising in small companies, the workforce will acquire an initial 19 per cent of the company's equity capital. It costs them nothing, and later on that percentage could increase.

Bright denies that he is being particularly generous, although the percentage of shares being given away seems high when compared to the 11 per cent that went to the 200 employees of Lydney Products, a former subsidiary of Malleson Denny, or the 5 per cent which went to workers at MFI. The total financing for the acquisition of KTM came to

£7m, a figure which includes liabilities assumed by the new owners and an investment of £1.5m retained by the former parent. The great bulk of the finance took the form of the £5m term loan facility provided by the First National Bank of Chicago.

For the purposes of the acquisition, a new holding company was set up, called Flexible Manufacturing Technology Limited (FMT). The total equity investment in this vehicle amounts to £2.2m, of which £1.5m is represented by preference shares owned by Vickers. These are not convertible into ordinary shares, and are redeemable at FMT's initiative according to a timetable agreeable to both parties.

There are no outside equity investors. Bright is reluctant to disclose the precise breakdown between the equity put up by management and that which is to be allocated to the employees, which came to a total of £700,000. The purchase of the employees' shares by the trust was funded by Unity Trust, the trade union and co-operative finance house. Advice on this aspect of the deal was furnished by New Bridge St. consultants, based in the City of London.

Bright is adamant that the function of an ESOP is basically simple. He concedes, however, that the thing is somewhat more difficult to explain to employees than would seem to be strictly necessary. The essential principal is that every employee should be given shares in the company

following the achievement of planned trading profits in two consecutive financial years. New employees will not be allowed to join the scheme until the beginning of the following financial year.

"The ESOP has borrowed money from Unity Trust to pay for the shares", the employee's explanatory booklet reads. "FMT will give back some of its profits to repay this borrowing. You are not responsible for paying it back in any way."

"As part of the ESOP borrowings are repaid, the ESOP will give away some of its shares to all eligible employees. For tax reasons to begin with the shares are held in trust for you and you will not normally be able to sell these shares for at least two years. If you leave them in the trust for five years, you get them completely free of income tax."

The booklet explains that although the shares are held in trust, the employee is the full beneficial owner, entitled to vote and to receive dividends.

If the company is successful, the value of the shares will increase. This value will of course not be realisable by selling the shares on the Stock Exchange, but the trust has undertaken to buy the shares if it has sufficient funds. The price it will pay will be determined by the company's auditors, and priority will be given to those employees who need to sell the shares for reasons of hardship.

The number of free shares to be allocated to each employee depends on the level of his or

her salary and length of continuous service. To get the free shares, you have to have been a full-time employee for a minimum of two years on the so-called ESOP qualifying day - the last day of the financial year applicable to the planned profit which is to be achieved before the shares are to be allocated. The company will invite you to take them up. If you don't reply within a certain period, it will be deemed that you're not interested.

Certain restrictions apply. You must leave the shares in the hands of the trustees for a two-year "period of retention" as required by law. If you instruct the trustees to sell the shares or to transfer them to you between two and five years after the allocation date, you will normally be liable to pay income tax on a proportion of the original value of the shares.

If you leave your job, and the shares have already been transferred out of the trust, you may no longer keep them. If the trust is not a position to buy them at the market rate, then it will offer for sale to other shareholders. If your shares are still in trust when you leave, you are not under any obligation to sell the shares until they have been transferred to you.

The booklet has not yet been circulated to employees, but Mr Bright reports that - for all the complexities of an ESOP - they are enthusiastic about the idea.

David Waller

ESOPS

Involving the employees

TO EMPLOYEES, it must look like a fairly simple proposition. A small management team arranges to buy-out a company, and in the process stands to make a large amount of money. It would surely be simple enough to extend that opportunity to the remainder of the workforce.

Many employees would argue that they would be more committed to the success of the business if they had a direct stake in the profits which might be made. Indeed the exclusion of employees from a buy-out can heighten concern over the sudden transformation of the company with the creation of management-owned, a rapid movement towards flotation, and then an entirely new set of owners being introduced.

But as yet, despite these reasons for including employees in a buy-out, most management teams have been put off by the complexity, and uncertainty of turning a management buy-out into a management-led, employee buy-out.

In the last couple of years several consultants, banks and other financial institutions have begun to market a mechanism which meets the employees' desires for involvement, and the management's need for speed and confidentiality.

That mechanism is to set up an Employee Share Ownership Plan (ESOP) at the time of arranging a management buy-out.

The technique was used recently in the Unipart buy-out, which was twice over subscribed by first-time, employee investors.

The basic mechanism is to establish a trust, which can buy shares set aside for employees, and then offer them to employees once the buy-out is completed. The risk that employees may not take up all the shares on offer, can be overcome by arranging for institutional investors to underwrite the shares held in the trust.

Mr Laurie Brennan, chief executive of New Bridge Street Consultants, which specialises in employee share-ownership plans, explains: "In an effect an extra, but silent institution is introduced to the negotiating table - the trustees acting on the employees' behalf."

The interest in employee share-ownership plans is likely to be encouraged by a series of developments - the introduc-



tion of non-financial forms of employee involvement, performance-related pay schemes, personal pensions, the spread of individual share-ownership through the Government's privatisation plan. These mean two things. Firstly, workers form a relationship with their employers which is not just through their pay packets. Secondly, a wage is not the sole source of workers' income.

If there was a time when employees would passively follow their managers into a dramatic change of ownership like so many foot soldiers, it is fading fast.

The banks and other financial institutions have also changed their approach. Mr James Odgers, formerly a vice president at Chemical Bank, who recently set up a special company to advise on leveraged buy-outs, says: "The frisson which the word 'collective' sends down a banker's spine, these days, is no more than an old-fashioned reaction engendered by memories of the 1970s and the ill-starred attempts at worker ownership."

"Those days are being replaced by a growing acceptance that the more an enterprise's employees are involved at all levels of decision making and reward, the more profitable that enterprise is likely to be in the long term. Banks are beginning to realise that employees collectively organised could be a substantial and acceptable new customer source."

However there are still several extremely thorny problems which stand in the way of a successful employee/management buy-out.

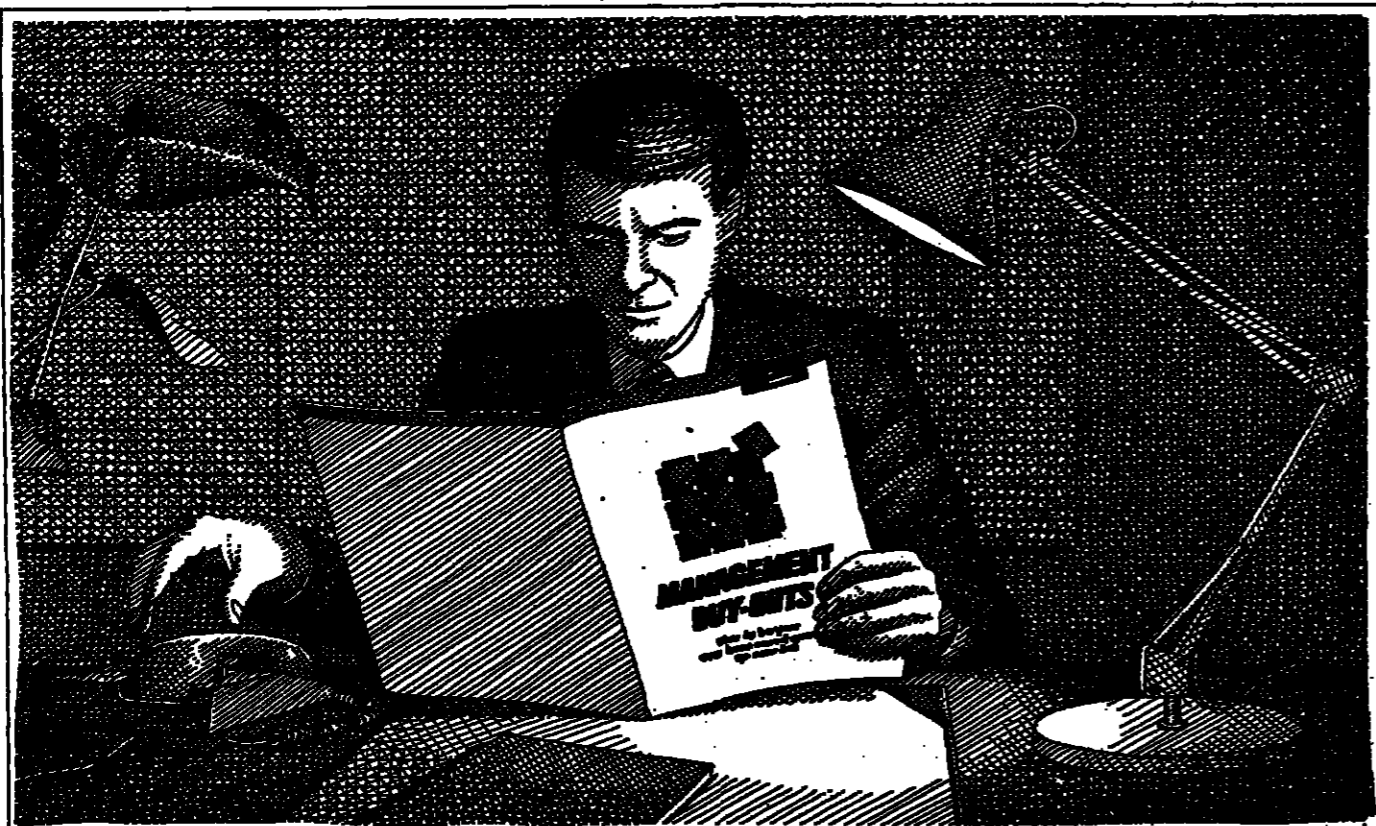
Management buy-outs normally involve the management team taking a relatively small amount of ordinary shares, with institutions investors taking a large amount of preference shares. If employees are only offered ordinary shares they will be able to invest only a few pounds. Mr Brennan, advises companies go for a mix of the two.

What then is the relationship between the managers, the employees, and the institutions. Mr Odgers, who was closely involved in the recent MFI, management-employee buy-out cautions against managements seeing an ESOP as a financial tool. He says: "You cannot just stuff your employees full of shares, use them to raise investment funds, and then leave it at that. The trust has to become a way for current and future employees to become involved in the business. It has to work in tandem with other changes in management style to get to real gains in productivity, motivation and commitment."

Most employee buy-outs do not give employees the same measure of involvement as managers. Mr Brennan recommends that the employees should get a better deal than institutional investors, but not as good as the managers.

He argues the important message for employees that

Charles Leadbeater



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MANAGEMENT BUY-OUTS 7

Max Findlay looks at the lawyers' role
Fielding in the slips

MBO LAWYERS agree on one thing: that buy-outs are generally exhausting, highly emotional transactions (particularly in the closing stages when all night negotiations are common) which use up a lot of lawyers and support staff.

It is after that they divide. For example, ask the question "What is an MBO?" and Anthony Lewis of Cameron Markby replies: "It's really a corporate acquisition with a few tweaks", adding that "there are not necessarily difficult areas of law". It is simple answer with a shaft of truth.

But there are other problems. Both Derham O'Neill from Clifford Chance and Alexander Dickson of Dickson Minto agree that "the negotiations are the hardest part of the job for the lawyers."

The bargaining can be four cornered, involving the seller, the management team, the equity financiers and senior

debt providers. For the lawyers, "it's like fielding in the slips at a Test Match", says John Kitching of Lovell White Durrant.

In practice, the seller and the financiers will generally find it easier to walk away from the negotiating table than the management team who are more exposed than the rest. After all, if the deal falls through, it is the manager's futures which are at greatest risk. Hence the emotion.

The role of the lawyers is central. If the solicitors are acting for the management, then, as one practitioner explained: "You often end up with people who don't use lawyers so it's all new to them."

Then, disputes often arise over the provision of warranties by the seller as to what the company consists of. There may be arguments about whether the seller ought to give the management some

form of financial support or indemnity for the legal and other professional fees incurred in case the deal collapses. There will be negotiations about the structure of the ratchet.

Legal complications many also arise about the articles of association of the Newco (the company formed by the management to purchase the target firm or subsidiary being put up for sale). There will need to be skilled drafting of the share rights and the provisions relating to the transfer of the shares.

Transnational buy-outs "can impose severe logistical problems and require careful put-

ting together of legal teams and close co-ordination of all the relevant jurisdictional requirements" says Tony Humphrey of Allen & Overy.

Articulating a general view, he adds: "Because of the complexities of international deals, proven experience in this area really is important."

Another key difficulty for the lawyers lies in the Companies Act 1985, which generally prohibits a company from giving financial assistance (including guarantees) for the purpose of financing the acquisition of its own shares.

This means that the target company cannot give security for any bank loan to the

Newco. "It'd be very helpful if the legislators simplified the 1985 Act which is currently so badly drafted and difficult to interpret" commented Douglas Collier of Norton Rose. Nevertheless, both he and Tony Humphrey agree that, despite the difficulties, "the deal will get done if it makes sense and the commercial will be there."

This will be helped by the statutory relaxation of the prohibition in the case of private companies which, according to Geoffrey Green of Ashurst Morris Crisp, "is the single reason why buy-outs can be done in the size they are now done in."

It is tempting to think that MBO work is confined to a handful of specialist City law firms. But as Bill Knight of Simmons & Simmons puts it: "Any of the top solicitors firms in the City would consider themselves well able to handle this kind of work."

It is not even the sole preserve of London solicitors either. Many large regional practices are quite capable of doing the job. John Crabtree from Wragge & Co in Birmingham explains: "With an MBO near to home, you get close to what you're buying and you can help the management to get a grip on the buy-out themselves."

Prognoses by law firms vary. Both Dickson Minto and

Ashurst Morris Crisp see increasing competition between the financial institutions. Ashurst's Geoffrey Green believes that this will be "quite intense" in the case of specific funds dedicated to MBOs. Derham O'Neill at Clifford Chance forecasts a greater number of LBOs of large listed companies and some trans-European buy-outs. "There are likely to be more US mezzanine players coming on the scene and US players who want to do the very big deals", he adds.

Lovell White Durrant's John Kitching similarly believes that "the mezzanine debt market is clearly going to open up now."

Other lawyers suspect that the growth will be in "going

private", MBOs by "people who are fed up with the City and would rather run a private company". Allen & Overy see a rosy future for transnational buy-outs. Both Norton Rose and Lovell White Durrant contemplate a growth in one stop shopping, at least for small MBOs, with the equity, mezzanine and debt financing being provided by a single fund. Others conclude that "You'll see equity and mezzanine as one but I don't think you'll see bank debt tied in as well."

Involvement of solicitors in larger MBOs

	Acting for:		Total
	Deal Leader	Management	
Clifford Chance	26	13	39
Ashurst	17	4	21
Frostfields	13	1	14
Allen & Overy	8	5	13
Slaughter & May	6	6	12
Herbert Smith	7	3	10
MacFarlane	7	1	8
Norton Rose	4	3	7
Travers Smith Braithwaite	4	3	7
S.J. Berwin	4	2	6
Everhead and Tomkinson	2	1	3
S Legal	1	5	6
Lovell White Durrant	3	3	6
Dickson Minto	3	3	6
Linklaters	2	2	4
Turner Kenneth Brown	2	2	4
Wragge & Co	1	1	2
Berwin Leighton	1	1	2
Cameron Markby	1	1	2
Simpson Curtis	1	1	2
Alsop Stevens	1	1	2
Broomhead	1	1	2
Dobb Lupton	1	1	2
Forsyte Kerman	1	1	2
Herbert Oppenheimer	1	1	2
McKenna	1	1	2
Others	14	39	53
	123	123	246

Source: Paul Marwick M&I Intack

THE ACCOUNTANTS

A strengthened role

THE TROUBLE with advising on management buy-outs is that you get tempted to have a go yourself. Such a fate overtook Mr Adam Mills, head of corporate finance at accountants Spicer & Oppenheim, earlier this year.

Mr Mills did not buy out part of Spicers' business. He has instead become a director of Davlane, a business built out of four former National Bus companies and a separate, related acquisition - a buy-in, rather than a buy-out.

"The temptation is quite great if you see a good idea," admits Mr Alec D'Janoff, in charge of Coopers & Lybrand's MBO team. "You do see the potential to make a huge amount of money."

Despite this, Mr D'Janoff and his counterparts at other accountancy firms seem more than usually contented with their lot at the moment. Their position in the buy-out market has strengthened as the market has grown.

Accountancy firms have always drawn the bulk of their buy-out work from the providers of finance. This has centred on what is known as due diligence work (reporting on the financial details) and tax planning.

Now they are much more likely to be called in by management teams thinking of putting an buy-out together. According to Mr David Carter at PwC Marwick Minto, which has the largest share of the UK buy-out market, work for management now accounts for 40 per cent of his buy-out business. Last year it was probably 30 per cent.

Part of the reason for this change is the amount of finance chasing the relatively few viable proposals. Some managers can afford to pick and choose, and are using accountants to organise beauty parades of financiers.

Needless to say, this doesn't always suit the financiers, who may not like competing on price or on the proportion of equity they allow the managers.

Shopping around can lead to managers getting a far higher

equity stake than they might expect. Mr Ian Krieger, head of Arthur Andersen's MBO team, has just pulled off two deals in which managers retained substantial stakes. Davis Sheridans, an \$8m buy-out in which the management team took 89 per cent of the equity, and L&T Anodising Group, a \$4m deal in which the managers took all the equity. "The availability of a range of finance makes this type of arrangement possible," says Mr Krieger.

The accountants are obviously keen to encourage managers to sound them out before approaching financiers. They are all prepared to spend an hour or two looking at an idea, though they tend to be choosy about the projects in which they invest more of their time than this.

"The economics of this business are difficult," says Mr Krieger. "If you take the false starts with the successful ones, it doesn't make a profitable business overall." Future work for the new company, usually including work as auditor, make up for these costs.

While keen to work for management teams, most accountants still prefer to leave it to managers and financiers to agree on terms. "Investors resent having a package presented to them on a plate," says Mr Carter.

"The institutions don't like accounting firms getting in the way. We just light the blue touch paper and retire," says Mr Geoff Westmore, in charge of MBOs at Deloitte Haskins & Sells.

"This is substantially different from the approach of Mr Westmore's Deloitte colleagues to merger and acquisitions, an area in which they like to negotiate deals.

Involvement with management teams presents questions of potential conflict of interest - a concern that is becoming depressingly familiar to multi-service accountancy firms. How can they act for both financiers and managers on the same deal?

"The objectives of the two are the same, except on one issue: how you divide equity up between managers and out-

side investors," says Mr D'Janoff.

That often leads to the use of separate advisers. In the \$600m buy-out of Reed's non-publishing interests, which has kept Mr D'Janoff busy for several months, the managers were advised by lawyers Slaughter & May.

A second potential conflict is

noted by Mr Krieger of Andersen: having advised the management team, it is wrong for an accountant to handle the due diligence work for the financier. Such an arrangement would lead to the accountant reporting on figures he had been instrumental in presenting.

Richard Waters



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The Toronto-Dominion Bank
Banque Française du Commerce Extérieur

Agent
Manufacturers Hanover Trust Company

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Commerzbank National Bank and Trust Company of Chicago
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Syndicate Members
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The Bank of Nova Scotia
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\$150,000,000
Working Capital Facility

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Sunrise Bank Company
The Bank of Nova Scotia
The First National Bank of Chicago
Commerzbank National Bank and Trust Company
Citicorp
First Bank National Association
First Interstate Bank of California
The Industrial Bank of Japan, Ltd.
The Mellon Credit Bank, Ltd.
United States National Bank of Chicago
Wells Fargo Bank, N.A.
Bank of New England
The Merchants Bank, Ltd.

Canadian Imperial Bank of Commerce
Union Bank

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PA Holdings Corp.

a corporation newly formed by
Wasserstein, Perella & Co. and The Henley Group, Inc.

has acquired
Pennstate

Agent
IC Industries

\$125,000,000
Revolving Credit Facility

\$525,000,000
Bridge Loan

\$148,000,000
Term Loan

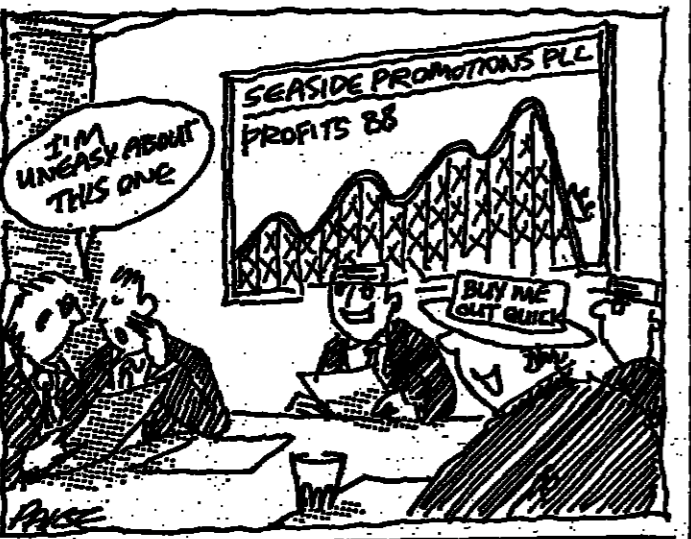
\$85,000,000
Working Capital Facility

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Manufacturers Hanover Trust Company

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Funds provided by
Manufacturers Hanover Trust Company
The Sunamco Bank, Limited
The Toronto-Dominion Bank
Bank of America National Trust & Savings Association
Bank of Montreal
Barclays Bank plc
Canadian Imperial Bank of Commerce
Commerzbank National Bank and Trust Company of Chicago
The Mellon Credit Bank, Ltd.
The Sunamco Bank, Limited
The Sunamco Bank, Limited
The Sunamco Bank, Limited
Sun Life Insurance Co. of America
The Long-Term Credit Bank of Japan, Ltd.
United States National Bank of Chicago
The Bank of Montreal
The Bank of Montreal
The Bank of Montreal

October 1988
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Accountants in larger MBOs

	No. of deals assisted
PwC Marwick M&I Intack	46
Deloitte Haskins & Sells	18
Arthur Andersen	12
Buchle Ross	9
Price Waterhouse	7
Coopers & Lybrand	7
Ernst & Young	6
Spicer & Oppenheim	5
Arthur Young	5
Grant Thornton	5
Others	8
	124

Source: Paul Marwick M&I Intack

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MANAGEMENT BUY-OUTS 8

Analysis of major buy-outs in



Left to right, John O'Connell and Derek Hunt of MFI and Robert Smith of Charterhouse Development Capital



Wickes building supplies store in Edmonton



Gerry Robinson, chief executive of Compass Group

Table with columns: Deal Leader, Company, Total Funding £m, Other Equity Type Investors, Bank and Mezzanine Finance, Deal Leader, Company, Total Funding £m, Other Equity Type Investors, Bank and Mezzanine Finance. Lists various companies and their financing details.

This announcement appears as a matter of record only.



REEDPACK LIMITED £595,000,000 Management Buy-Out Financing

Arranged by: Chemical Bank
Lead Underwriters: Chemical Bank, The Industrial Bank of Japan, Limited, National Westminster Bank Group
Underwriters: Bank of Scotland, The Fuji Bank, Limited

Managers: Barclays Bank PLC, The Sanwa Bank, Limited, The Tokai Bank, Limited
Co-Managers: Union Bank of Switzerland, The Nippon Credit Bank, Ltd., The Taiyo Kobe Bank, Limited

Participants: Amsterdam-Rotterdam Bank N.V., Bayerische Landesbank Girozentrale, Credit Suisse, The Mitsubishi Bank, Limited, The Royal Bank of Scotland plc, Société Générale London Branch, The Sumitomo Bank, Limited, Ulster International Finance Limited, Banco di Roma - London Branch, BSI Banca della Svizzera Italiana (London Branch)

Agent: Chemical Bank

The Dai-ichi Kangyo Bank, Limited
The Toronto-Dominion Bank

The Long-Term Credit Bank of Japan, Limited
The Sumitomo Trust & Banking Co., Ltd.

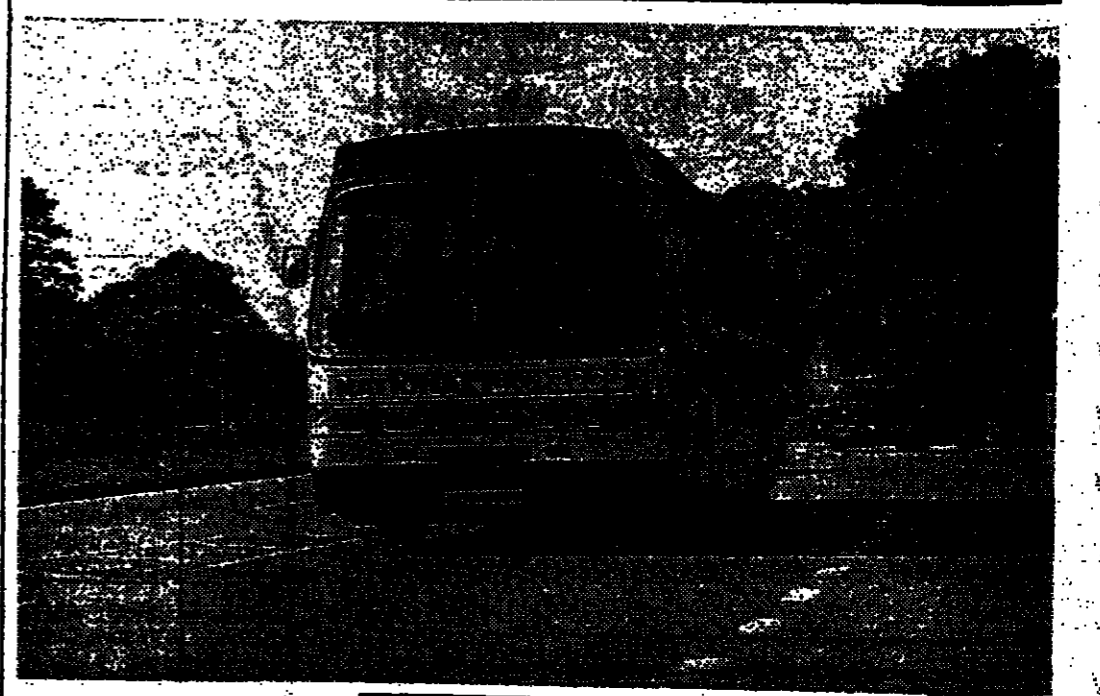
The Bank of Yokohama, Ltd.
The Mitsui Trust & Banking Co., Ltd.
NMB Bank, London Branch

Arab Bank Limited
CIC-Union Européenne, International et Cie (London Branch)
Den norske Creditbank PLC
Österreichische Länderbank London Branch
The Saitama Bank, Ltd.
State Bank of Victoria
The Toyo Trust and Banking Company, Limited
Allied Irish Banks, p.l.c.
British & Commonwealth Merchant Bank PLC
Kredietbank N.V. (London Branch)
FennoScandia Bank Limited

CHEMICAL INVESTMENT BANK BANKING

September 1988

Continuation of the table from the previous section, listing deal leaders, companies, and financing details.



National Express, the best-known subsidiary of the National Bus Company, was the subject of a management buy-out earlier this year for an undisclosed sum. National Bus Company's subsidiaries have now all been privatised and many of the disposals have taken the form of a management buy-out.

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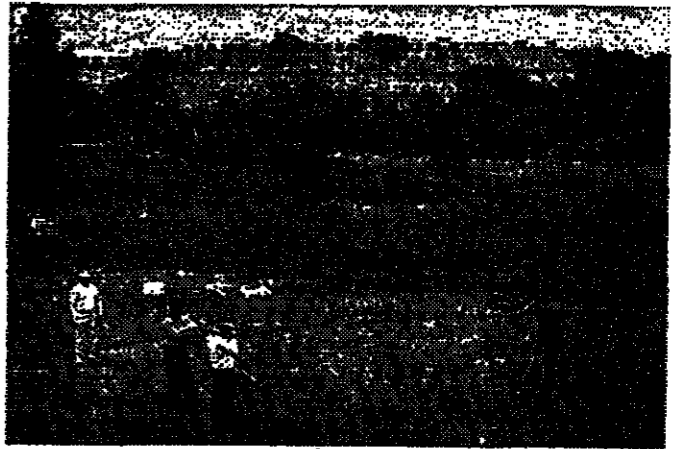
MANAGEMENT BUY-OUTS 9

the UK by deal participants

Deal Leader	Company	Total Funding £m	Other Equity Type Investors	Bank and Mezzanine Finance	Deal Leader	Company	Total Funding £m	Other Equity Type Investors	Bank and Mezzanine Finance
	RFS Industries	10	Yorkshire Enterprise, York CC, CIN	Barclays, UniTrust					
	Isis	8	CIN, CIBC, Equitable Life, F&C, L&G, Norwich Union, Scottish Equitable		Lloyds Development Capital/Merchant Bank	VSEL	100	St. Bank of Boston, Prudential, Abbey Life, Britannia, B&A PF, Commercial Union, Eagle Star, House Govett, London & Manchester, Norwich Union, Pearl Assurance Profile, Savis & Prosper, Equitable Life, St. George's PF	Prudential
Guldbrook	SPP Group	9	ECL, Friends Provident, Lloyds	PRIVATBanken, Lloyds					
Hambro	Hugh	26	St. Prudential, Electra, CIN	None		Norwest Holst	46	Barclays, Philbrew, Bankers Trust, County Natwest, St	Lloyds, Norwest Hole PF
Hill Samuel	Wordplex	28	Public	Bank of Scotland		Evans Healthcare	27	Barclays, Philbrew, Bankers Trust, County Natwest, St	Norwest, Bank of Boston
SI	Compass	160	Prudential, CIN, Barclays, Charterhouse, CIBC, CIBC, Commercial Union, County Natwest, F&C, Globe, Warburg, Philbrew, Schwab, Scottish Amicable, SPHGEV, Standard Chartered, Standard Life	Westpac, Arab, St. Barclays		Thomalls	12	Wood MacKenzie, Warburg, Electra, Kilmort, Merchant Navy PF, M&V, Postal, Garmons, Ivory & Sims, CIN	
	Moore's Furniture	80	Warburg, CIN, Prudential, L&G, Initiative et Finance, Standard Life, Sun Life	St. Natwest, Toronto-Dominion, Credit Lyonnais, Standard Chartered, Ulster Investment, Nippon Credit, LTCB of Japan, Credit Suisse	Morill Lynch	Lawson Mardon	280	Warburg, St. Royal Ins, Eagle Star, Charterhouse, Merchant Navy PF, Philbrew, Scottish Widows, EPFF, Fountain, MM, RBS, Norwich Union, Scottish Amicable, Friends Provident, London Life, Cansmore, Morgan Grenfell, Barclays, British Linen Bank, Yorks CC, Postal	CIBC, Bank of Nova Scotia, Pru Capital
	Associated Fresh Foods	68	SPHGEV, Prudential, Charterhouse, CIN, CIBC, Warburg, Standard Chartered	Standard Chartered, St. Bank of Scotland, Barclays, CIBC, Chase, Credit Lyonnais, Den Norsk Credit, Rothschild, Charterhouse	Midland Mortgage Ventures/CIN	Mecca Leisure	98	Warburg, St. Royal Ins, Eagle Star, Charterhouse, Merchant Navy PF, Philbrew, Scottish Widows, EPFF, Fountain, MM, RBS, Norwich Union, Scottish Amicable, Friends Provident, London Life, Cansmore, Morgan Grenfell, Barclays, British Linen Bank, Yorks CC, Postal	Savoy Montagu, RBS, St. Charterhouse, Creditanstalt
	Computing Devices	19	CIN, Warburg, Prudential	None		Lewis's	74	None	Samuel Montagu
	Peerless Plastic	13	MM, County Natwest	Barclays, St. MM, County Natwest		British Transport Advertising	50	None	Midland
	Nestor BNA	15	CIBC, County Natwest, F&C, Electra, Murray, Philbrew, Prudential	Natwest		AVO (Thornhill Measurement)	15	None	Midland, Philadelphia National
	Trend Communications	12	CIN, Prudential, Lazard	Natwest, St		Porth Decorative Products	12	County Natwest, ECL, Fountain, SUMIT, WDA	Natwest
SI	Radiance Technology	10	Alan Paskoff, County Natwest, Cassam, Prudential, Thompson Ciba	Midland	Midland Mortgage Ventures/CIN	GSE International (AMFLeg)	25	FN Boston, Electra, Norwich Union, Charterhouse, Refage, Sun Life	Midland
	Tibbett & Britten	10	Murray	Lloyds		Target	50	Merchant Navy PF, Bank of Scotland, Britco, Grosvenor, M&V, Post Fund, Schwoder	TSB
	Enacta	10	CIN, CIBC, County Natwest, Darnaway, Scottish Eastern, Lothian, Prudential, SCA	Bank of Scotland	Murray Johnstone	Chaimont (Cooper Bearings)	14	None	
SI/Warburg/Charterhouse	Allied Steel & Wire	161	Charterhouse, St. BSC, Kilmort, County Natwest, Globe, Lloyds, Rothschild, CIBC	Warburg, Bank of Scotland, Creditanstalt, Lloyds, Natwest, Bank of New York, Kanselle, Dan Danske, Nova Scotia, Charterhouse, Bank of Wales	Norwich Union Capital	Floyco	13	None	Barclays
SI/Warburg	Wicks	120	Imperial Life, Post Fund, Prudential, Lloyds, M&V, Baring, Britel, Somerset CC, Global Asset Management, St. Catherine's College, Merchant Navy PF, TR Industrial & General MM	St	Scandinavian Schroder Ventures	Intercraft Designs	15	Private Individuals	Scandinavian, PRIVATBanken
SI/Prudential/Manchester Exchange Trust	St. Regis	52	CIN, Warburg, Electra, Murray, Bank of Boston, House Candover, CIBC, Meville, clients of Meville	Natwest, CIBC, Chase		Parfer Pen	74	Bankers Trust, Electra, Chemical	Bankers Trust, Kilmort
SI/Prudential	Westbury	18	Electra, Murray, CIBC, Kilmort, Brown Goldie, County Natwest, Grosvenor, House Candover, MMV, CIN, North Brit. Canadian, London Life, Target, L&G, Alliance, Colson	Midland		Glass Glover	61	None	Standard Chartered, Bank of Scotland
	Gonne	12	Barclays, Charterhouse, CIN, County Natwest, Fountain, MMV, Philbrew, Shires IT	St	SPHG Equity Ventures	Crown House Engineering	36	None	Credit Agricole, Bank of Scotland
SI/CIBC	Technitron	21	Schroder, F&C, Ivory & Sims, Baring, County Natwest, ECL, Fleming, Globe, Kilmort, Prudential, Rothschild, SUMIT	Den Norske Creditbank, Chase	Warburg/Mercury	Ward White Footwear	36	Vendor	Manuf Hanover, Prudential
Kilmort/Benson	Isis	26	MMV, CIBC, Barclays, Lloyds, Warburg, Thompson Ciba, St. L&G, Candover, Bank of Boston	Lloyds		Haleworth (London & Midland Industries)	25	None	Manuf Hanover
Kilmort/Benson/Chase	Bradstock Group Insurance	20	None	Kilmort		Burlington Int	10	None	Standard Chartered
	Coller	47	MMV, Scottish Eastern, Bricom, Britel, Caledonia, Cayzer, Eagle Star, Malvern, Montefin & General, Post Fund, TR Trustees, Westnat Nominee, St	Midland		VF International (Voices Furniture)	39	Warburg, Charterhouse, Philbrew, County Natwest, CIBC, CIN	SecPac, Lloyds, St, Saud Int
						Class Equipment	29	County Natwest, CIN, Barclays	Warburg, Creditanstalt, Bank of Scotland, Barclays, CIBC, Kanselle, LTCB of Japan, Lloyds
						York Trailer	61	SPHGEV, St. Charterhouse, Philbrew, Lloyds, CIN, SUMIT	
						Data Recording Instruments	22	NEB, Prudential, Patis, British Gas PF, Electra, L&G	Kilmort
						Amalgamated Foods	21	Uniford Des	Uniford Des, Natwest
						Janson Green	13	None	None
						Wills Fibre (Wilmington)	10	None	Baring
						English & American Insurance Co	10	None	None
						Eison Group	10	None	Bank of Scotland
						Bryson Airways	9	None	Manuf Hanover
						Stanley Gibbons	9	None	Barclays



Harry Goodman of International Leisure Group



Gleneagles Hotel, Perthshire, Scotland

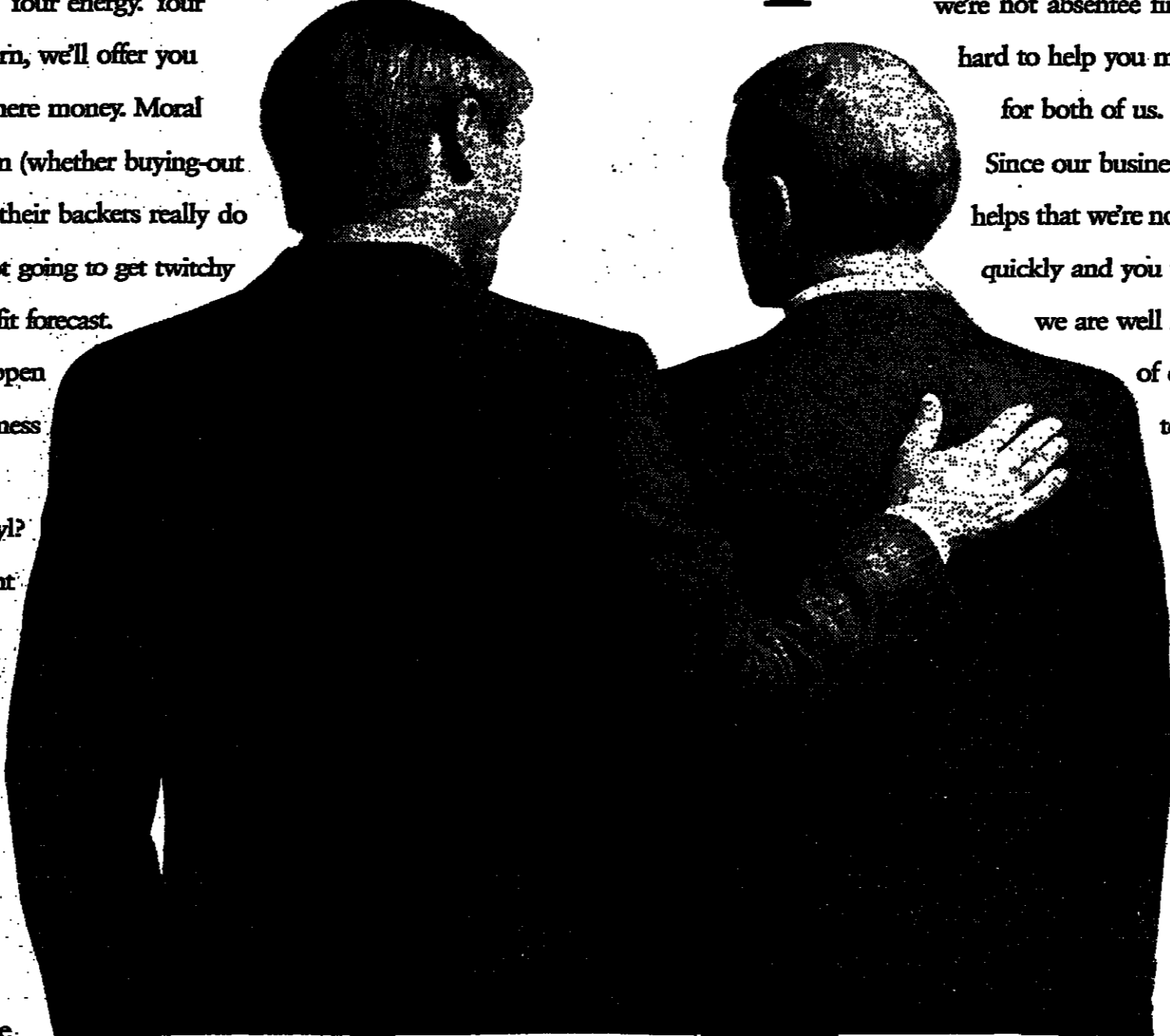


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MANAGEMENT BUY-OUTS 10

West Germany has yet to undertake large-scale deals

Music of the future

EVERYONE SAYS it is just around the corner, but few have yet to do many deals. To borrow from the vernacular, large-scale management buy-outs in West Germany remain very much Zukunftsmusik - music of the future.

Some think they have heard the first bars. A number of management buy-out teams have already been set up in Germany, some of which have already done business.

"There have been some 30-50 buy-outs in Germany so far", estimates Mr Christoph Neizer, a specialist at Bankers Trust in Frankfurt. But gaining a precise figure is virtually impossible, as many of the deals are not published. Estimates for this year vary between 8-15 transactions.

However, most of the business remains "klein aber fein" - small but high quality according to the experts, with last year's DM100m buy-out of the European machine tool division of Ex-Cell-O of the US still the biggest transaction so far.

But few specialists have any doubts about the potential in Germany. The country has some 20,000 small and medium-sized family companies with sales of over DM50m, all of which are seen as possible buy-out candidates. The products are good, but distribution and sales channels are not always entirely up to scratch, and there is often potential for consolidation.

Persuading good managers to turn into entrepreneurs is not always so easy, however. "There are not yet that many risk-orientated, dynamic managers who want to become owners", says Mr Neizer. "The sense of change is certainly there, but things are going very slowly".

German buy-out specialists fall into two groups. The majority provide both advice and equity capital for deals. The biggest of these is J Henry Schroder, the UK merchant bank, which set up a DM160m Hamburg-based management buy-out fund almost two years ago - the first of its kind in the country.

Its boss, Mr Thomas Matzen, is very confident about the future. The business has "really started to grow", he says, and Schroder has notched up deals worth DM300m so far. Although transactions have generally been small, he



expects the size to start creeping up soon.

Among the ventures he has on hand is to float Ex-Cell-O - whose buy-out Schroder's financed - on the stockmarket. The likely size of the deal, which may take place in mid-1989, remains unclear. "but it will be more than we paid", he says confidently.

There are also two more ambitious plans in the pipeline, both involving buying out selected companies in the same industries, which combined and rationalised, would subsequently be floated.

Thus at the end of last year, Schroder's financed the buy-out of Hehn Gericke, a retail motorcycle accessories chain. Since then, it has bought the group's main competitor, and hopes to close the buy-out of a third group in the same field by the end of October.

The combined unit, which Mr Matzen hopes to float in end-1989 or early 1990, would involve a "much larger" sum than the DM100m spent on Ex-Cell-O, he says.

Schroder is also planning a similar path for a group of companies in the textiles business. It has helped to buy out Brandt, an old-established mens' outerwear and sportswear concern and has recently closed a deal on another textile firm. Although that will not be effective until the end of this year, Mr Matzen is now on the look-out for a third company in the same industry.

side of the business rather than getting directly involved in providing equity stakes.

Yet despite the widely-reported increase in business - and the exponential rise in the number of glossy magazine articles about it - buy-outs still suffer from a number of constraints in Germany.

The first is attitudes. As with takeover bids, selling companies is still seen as slightly "dubious" by many conservative financiers and businessmen, with the unstated implication that the company concerned may be in trouble - thus warranting the special treatment.

Education and information are also still drawbacks in some areas. "We are still in the Kindergarten phase" compared to experience in the US and UK, says one specialist.

The lack of expertise on buy-outs applies much less to city bankers than to managers or owners of small companies or officials in the banks' local branches with which the companies themselves deal.

"The seminars on buy-outs are always full, but they're always full of bankers from the big cities", notes one specialist. "People from small companies themselves are seldom there".

Lastly, tax considerations have confused the picture somewhat. On the one hand, Germany's major tax reform due for 1990 has indirectly spurred interest recently. The tax reforms mean that private individuals selling their companies will no longer be entitled to the 50 per cent tax break on top marginal rates on profits from the sale as at present.

Thus a large number of entrepreneurs - especially those facing succession problems - have become interested in selling out before the tax change bites. Buy-out specialists expect their activity to perk up even further as the 1990 deadline approaches.

But "there is nothing in the 1990 tax reform package which will stimulate the buy-out business or make it more interesting" either, according to one specialist. As a result, Germany's slowly, slowly approach to buy-outs looks set to continue, even if there is a short spurt in the months ahead.

Meanwhile, some institutions, such as Bankers Trust, are concentrating on the debt

Haig Simonian

FRANCE

A fertile environment

IN FRANCE they are called "rachats d'entreprises par les salariés", or just REP for short.

During the last four years, management buy-outs and leveraged buy-outs have become increasingly common in France, reflecting the broad economic changes that have taken place in the country as a result of the deregulation and modernisation of the French financial markets and of the economy in general.

The development of the buy-out business is also a reflection of a profound evolution in French business thinking and culture which has occurred during the last few years.

By the end of last year, there had been about 200 separate management buy-out operations in France - more than in any other single country in continental Europe.

"France has traditionally followed the trends set in the US and the UK", remarked a French management buy-out specialist. "But we have often followed before the other continental European countries".

The buy-out business has continued to expand this year with a number of large buy-outs including the F7.1bn buy-out of Darty, the electrical retailing group. This has been by far the biggest leveraged management buy-out to have been engineered in France so far. Even though the Darty operation provoked considerable controversy because of the opposition of some institutional investors with minority stakes in the company, the deal has clearly helped to establish buy-outs as increasingly commonplace in France.

Other large buy-outs have been launched this year including, among them, the buy-out of the Pier Import retailing group. Earlier this year, Mr Jean Mantelet, the founder of Moulinox, the French kitchen appliance group, also announced plans for an unusual form of delayed management buy-out whereby control of the company would be acquired by the group's management and employees after his death.

The Moulinox case illustrates one of the main reasons why France provides a fertile environment for management buy-outs. French business and industry is increasingly facing management succession problems as their founders or chief



executives reach retirement age. According to the French national statistics institute, INSEE, there are about 10,000 small and medium-sized companies employing between 50 and 1,000 workers each which will face a succession problem or will have changed ownership between now and 1990.

Moreover, the difficulties in finding a successor when a small company chairman dies or decides to retire are estimated to cause about 10 per cent of French bankruptcies.

For this reason, the French authorities have encouraged the development of buy-outs as a device to provide continuity in the management of the country's small and medium-sized business sector and try to reduce the risk of small companies disappearing because of the failure to find a relay to its original management.

The field for buy-outs has also been expanded by another important factor in France. An increasing number of large French and multinational companies have been seeking to restructure and streamline their operations in recent years. This has often entailed spinning off less profitable and peripheral activities and management buy-outs have

emerged as an attractive solution in some of these restructuring cases.

This strong potential market for management buy-outs has been further stimulated by the combination of French government incentives and the remarkable change that has taken place in recent years in French business attitudes.

"During the last few years, the French have started to discover the Bourne. This public awareness of the equity market has been especially boosted by

the previous right-wing government's privatisation programme," explained another French buy-out specialist. The development of the "second market", the French equivalent of the unlisted securities market, has also boosted venture capital and buy-outs.

"Another important factor is the growing awareness among a new generation of young managers of the possibilities offered by the small and medium-sized business sector. More and more young people are attracted to the sector which was certainly not the case in the past," explained Mr Jean-Jacques Cassin, a partner of Clifford Chappin in Paris.

Legislation to encourage managers and employees to

take over their own business was first introduced by the Socialist government in July 1984 as part of the government's efforts to help strengthen the capital base of French industry and address the country's particularly delicate business succession problem. But the 1984 law, which provided substantial tax concessions for management buy-outs, proved disappointing. The heavy bureaucratic constraints of the original law turned out to be a big obstacle and the subsequent right-wing government of Mr Jacques Chirac modified the buy-out legislation last year, before it was swept out of power by this year's Socialist election victory.

The revised legislation reduced the original level of tax concessions in the 1984 law. But it also cut back on all the administrative red tape making the system much more attractive. At the same time, the former right-wing government also changed its corporate tax rules to allow consolidation of group profits and losses. This has had important implications for buy-outs where a new company is created by the buy-out team to bid for the existing business.

This has been the case of the recent Darty buy-out where Financiere Darty, the buy-out consortium, principally composed of senior managers and the Darty family, have acquired control of more than 95 per cent of the Darty operating company. Under the new consolidation provisions, the group after passing the 50 per cent barrier can now offset the interest payments on the buy-out consortium's debt against the tax payments of the operating company. However, it is under the French regulations committed to this status for five years and may not merge the two halves during this period.

The arrival of the new Socialist government this year is not expected to have any adverse impact on the general buy-out trends in France. Indeed, the new government is committed to the principle and has proposed in its latest budget to reduce further the level of French corporate taxation to give an additional boost to French enterprises and their competitiveness.

Paul Beffe

France has traditionally followed the trends set in the US and the UK

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*Source: Business Magazine March 1988



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MANAGEMENT BUY-OUTS 12

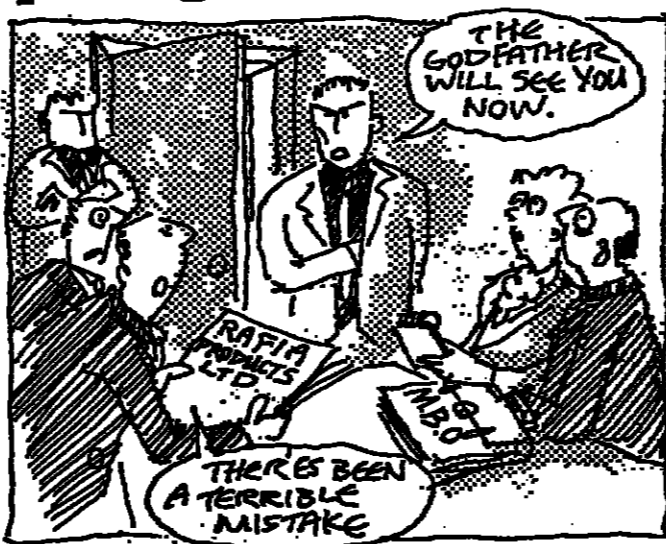
David Lane looks at Italian business trends

Keeping it in the family

"LEVERAGED buy-outs (LBOs) are going to rejuvenate Italy's family businesses," predicts Mr Dante Razzano...

offered by buy-outs. Indeed the three Italian cases which are generally cited concern buy-outs which were successfully completed this summer.

the management buy-out. On January 1 1981 Reconta's 13 managers bought 76 per cent of the firm from TR in London.



family groups. Despite stable profits and substantial cash flow, interest from outsiders was low - the price asked was too high. A solution which satisfied everyone was an LBO offer from Mr Carlo Petrini.

parts of the bank involved. Mergers and Acquisitions earned fees calculated as a percentage of the deal. The seven-year loan generates interest income and there was a fee for underwriting the equity," Mr Razzano explains.

Like Rimoldi, Italy's third LBO this year involved a multinational. In July, managers at Turin engineering company Fata bought a 26 per cent stake from the British parent FKI Babcock, in an operation worth £150m.

Interim financing was provided by San Paolo Finance and Compagnia Finanziaria Ligure Piemontese which took large temporary stakes. At the end of last month the Finmeccanica engineering group of state holding corporation IRI acquired 29 per cent of the share capital.

Advertisement for York Trailer Holdings PLC, featuring the York logo and details of the company's formation and management.

Advertisement titled 'THE NETHERLANDS Managers take the initiative' discussing MBO trends in the Netherlands.

Advertisement for BUYOUTS newsletter, featuring a cartoon and text about international buyouts.

Large advertisement titled 'HOW MANY OF THE UK'S TOP 100 COMPANIES ARE IN GREATER MANCHESTER?' with a list of companies and contact information for GREATER MANCHESTER ECONOMIC DEVELOPMENT CORPORATION LIMITED.

Advertisement for PRUDENTIAL Venture Managers, featuring the text 'You'll need quick decisions - we take them' and contact details for Paul Brooks.

MANAGEMENT BUY-OUTS 13

A lot of money is chasing deals in the US

Difficult but popular

A LOT OF money is currently chasing few deals in the US leveraged buy-out market which makes the LBO game an aggressive and difficult one to play. But it shows no signs of losing its popularity.

After grinding slowly to a halt after last year's stock market crash - leading several commentators to ring the death knell of leverage and the junk bonds that finance it - LBOs have been very much in the news this year and the buy-out market has heated up as the stock market has sunk into its current torpor.

LBO firms, stands poised to make a hostile bid for Kroger, the giant Cincinnati-based food retailer, after the company has firmly rejected separate bids from KKR and the Haft family.

The firm has gone from having to struggle to raise the debt financing it needed to controlling a war chest of some \$5.6bn for new deals, which, with a leverage factor of 10 to 1, gives KKR funds enough for over \$60m in new purchases.

approach as it has faced intense competition in the LBO market. The growing pool of capital that is swirling round the market is bidding up prices for LBO candidates and inflating the value of some companies far beyond their worth.

Wall Street was surprised in May by the high price KKR agreed to pay in the management buy-out it arranged for Duracell, the battery-maker, from the Kraft food group.

The frenetic activity that currently characterises the LBO scene is partly prompted by a last-ditch attempt among investors to buy into LBOs in the remaining months of the Reagan Administration, which has done little to curb the megadeals of the last eight years.

Top 20 US leveraged buy-outs

Table with 6 columns: Bid announced, Target company, Investor group, Amount \$ billion, Status. Lists 20 major LBO transactions.

PROFILE: REVCO

Fatal consequences of debt

WHEN REVCO D.S. declared bankruptcy in July, only 19 months after a \$1.3 bn management buy-out, the 2,000-store drug retailing chain raised the spectre of collapsing leveraged buy-outs throughout the American economy.

When Revco gave the market was soon overwhelmed by more activity. In two weeks in September alone deals were announced committing more money to management buy-outs than was raised in all of 1985.

To be sure Revco suffered from a constellation of unique circumstances, including an overconfidence that may have warned others. But it also showed that errors can have fatal consequences when a company is burdened with the kind of debt needed for a management buy-out.

The prospectus Salomon Brothers prepared for the December 1986 Revco deal assumed a profit increase of 42 per cent in 1988 on increased sales of 13 per cent to cover the \$140m annual interest payments. In the event, sales rose only 7 per cent and the company lost \$5m in its fiscal year ending May 31, 1987 and nearly \$100m in 1988.

When it skipped a \$46m interest payment in April, Mr Boake A Sells, the company chairman, feared that suppliers would withhold goods for the all-important Christmas season. "If they leave me, I'm Chapter 11", he admitted, referring to bankruptcy proceedings.

In 1983, the company's shares plunged on news that its Vitamin E supplements were implicated in the deaths of 33 infants. Fearing take-over, Mr Sidney Dworkin, the then chairman, arranged the take-over of Odd Lot Trading, a 70-store chain of highly discounted discontinued or overstock merchandise.

line of bank credit. Mr Dworkin, the former chairman, now runs a chain of seven discount stores with his two sons under the name, Sid's Get It For Less, while working on a book on the Revco saga.

Other management buy-outs would hardly expect to face the same circumstances that torpedoed Revco. But even without the such mistakes, there is still the question of whether an economic downturn would put similar pressures on other highly leveraged companies caught in a squeeze between bond holders and suppliers.

Frank Lipsius

Buyers in an LBO typically make their money by having access to huge profits made by their debt-ridden target company, paying off debt by stringent cost-cutting and the sale of assets.

Playtex International involves the company's management in a bid for a firm they already own, taking Playtex through its third LBO in as many years.

generation of buy-outs of companies which have begun to pay off the debts of their initial LBOs.

bonds held by mutual funds and savings institutions. At the same time, another significant downturn in the stock market, could make it more difficult for leveraged buy-out funds to sell off companies or divisions in order to raise the cash to pay off debt.

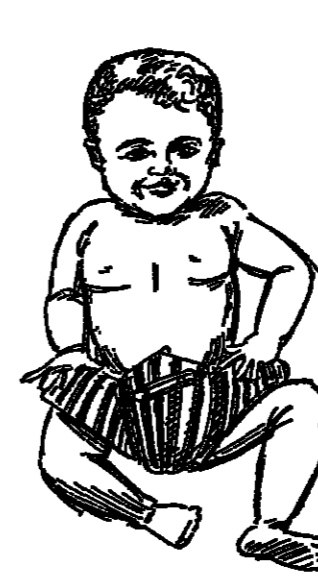
Deborah Hargreaves



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MANAGEMENT BUY-OUTS 14

ALTHOUGH it has severely lagged behind its US and European counterparts so far in the 1980's, the Australian management buy-out industry is signalling that its time may be about to arrive.

Montagu, (DBSM) the local merchant bank controlled by the UK-based Midland Group, raised A\$50m in June in a vehicle called MBO Capital Investors, and the Fulcrum Group, linked to US Bank Security Pacific, is seeking A\$100m in a fund called Fulcrum II.

These initiatives are in addition to two funds already in operation. One is called Fulcrum Media, now operating what is probably Australia's largest regional television station at Newcastle.

Australia is expecting a buy-outs surge

New funds set for action

Table with 4 columns: Australia MBO deals 1985-1988, Value (A\$m), Date, Adviser. Lists deals for NBN TV, Orlando, JRA, Pilsner Pacific, etc.

DBSM, who adds that although his group has now facilitated five of Australia's biggest MBOs, it has looked seriously at more than 50 deals in the past two years, but often just couldn't match the price offered by raiders.

Several banks are prepared to put up increasing amounts of mezzanine funding

higher than those prevailing elsewhere, so financing deals with companies on similar P/E ratios is more expensive here. And the Australian market for mezzanine funds (junk bonds)

willing to offer mezzanine-type funding because the new requirements simply force them to get their returns up," he says.

Often the biggest problem for owners and managers is psychological. A prime example is last year's A\$1.7m take-over of ACI International by BTR-Nylex.

MANAGEMENT buy-outs take many forms. But the management bid for a public company is arguably one of the most controversial variations on the theme - posing the sort of problems well-illustrated by the case of Glass Glover, a medium-sized fresh fruit grower and distribution company.

made by a new vehicle, called Dryvale, led by four members of the company's management. That, in itself, was somewhat surprising. Management bids for quoted companies have been a fairly infrequent occurrence in Britain and have a not-entirely happy record.

radio communications group. And, more recently, Mr Harry Goodman has taken the holiday group, International Leisure private, with a pure cash offer.

PROFILE: GLASS GLOVER

Lessons of an in-house bid

of 340p in May and over 300p immediately ahead of Black Monday to under 180p. But they then recovered marginally over the Christmas months, before fading to a low of 165p in February following the publication of figures for the year to end-September 1987.

14.58p. That said, dividends rose modestly and although the first six months of 1987/8 were described as poor, Glass held out the prospect of a more satisfactory second half. It had behind it about a decade of steady, if undramatic profit growth.

whether the bid premium offered a fair one. Also, there is question of why the same management strapped with a fair amount of additional debt will be able to run the same business so much better in the private sector.

did not think that the price offered by Dryvale sufficiently reflected the company's prospects. Meetings and discussions ensued but eventually Dryvale set a final closing date - beyond which Scottish Amicable could only hang on as a minority shareholder.

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But the falling share price, the company maintains that thoughts of a management bid did not surface until it received a tentative approach from another company. The company's finance director, Mr John Bingham, was a natural party to those discussions and, in the light of board's willingness to at least listen, asked for permission to look at the possibility of a management bid.

But it was another two months before Scottish Amicable, the Glasgow-based investment institution and Glass's largest non-family shareholder - it held nearly 10 per cent of the ordinary shares and 12.6 per cent of the preference - finally consented to the offer. The shareholder, quite simply,

But, as Glass Glover demonstrates, structuring an acceptable deal and actually pushing it through is not always that easy.

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MANAGEMENT BUY-OUTS 15

Activity in the North is increasing again

When equities are flat

MR COLIN Chadburn is the local director of S's office in Newcastle. He tells the tale of a management team in the North-East which failed to get backing for its attempted management buy-out but suddenly became attractive when the buy-out was partially transformed into a buy-in.

What happened was that the team was short of some key players and its members did not have a full enough range of managerial skills. When people with exactly the right credentials turned up looking for a business to buy into, the team became worth backing.

The story is instructive on several points about management buy-outs in the North of England. There have been plenty, possibly hundreds, in the last few years but whether they can take place at all has much to do with where in the North they are.

For the North is not a homogeneous cluster of communities somewhere above Stoke-on-Trent. It is three economic regions - the North-West, Yorkshire and Humberside, and the North-East and Cumbria. Not only is each different from the others, but there are considerable variations within each one, between sometimes powerful sub-regions.

The key to what might be called the buy-out potential of each sub-region is economic structure. The central areas of the North are based on the

counties of Greater Manchester and West Yorkshire and run roughly along the M62 from its junction with the M5 in the west to the A1 in the east. This is where the economic base is broadest, spread between many industries and balanced mixture of different-sized companies. There is a preponderance of medium-sized to small businesses, many family-owned, where managements possess all the skills needed to run an enterprise.

The outer areas of the North - and particularly Merseyside and the North-East - have narrower bases. Large industries were once predominant, and there were too few of them. A preponderance of big employers encouraged dependence among the general workforce, not entrepreneurship. Regional aid policies of the past compounded this by encouraging branch factories. Mr Chadburn says that most branch factories are not good candidates for buy-outs. They will usually be strong on production management and cost accounting, but weak on sales, marketing and strategic planning.

The good buy-out has a balanced team, and these are more likely to be found along the central section of the M62 corridor, where there are hundreds of businesses turning over about £5m a year and making about £750,000 a year in pre-tax profits.

There are exceptions to the rule but the position is underlined by Mr John Wall of Price Waterhouse's Newcastle office. The stable or emergent medium-sized business in the North-East has a turnover between £3m and £5m and makes between £300,000 and £500,000 pre-tax. He recently analysed corporate transactions - sales or acquisitions - which had been reported by the region's newspapers during the last few years. There were 174, but only eight were management buy-outs. Some had gone unreported but checks with Northern investors, the regional venture capital fund, and 31 revealed only 10 more.

This contrasts with the experience of Rickitt Mitchell and Partners, the Manchester finance house which can claim some justification to have invented the corporate finance boutique now being copied in the City.

Rickitt Mitchell's most conspicuous attempted deal did not come off - it advised the management of Land Rover on its attempt to buy out the business - but it already had a wealth of experience behind it. He has acted in 15 successful

MANAGEMENT BUY-OUTS BY REGION*
Table with columns: Regions, Number, £m, Value, %

*All deals worth £75m or more (all 1988 values) completed between 1980 & April 1988. Source: Paul Marwick McLintock

buy-outs in the last three years, nearly half of them in the increasingly buoyant North-West and most in the early part of the period. Buy-outs were less popular generally last year when the bull market was roaring away because it gave owners an inflated idea of the worth of their businesses. The crash a year ago restored realism and Mr Peter Rickitt says that buy-outs are now coming back strongly.

market moves. It starts with medium-sized companies raising about £500,000 of development capital and seizing some sort of opportunity to expand. Sale or flotation follows three years later, depending on the existing status of the company and the state of the stock market.

Thus, buy-outs fall off last year when price to earnings ratios were running at 18. A more realistic pricing level now obtains. "Rule of thumb is that private companies sell at five or six times pre-tax profits, giving a P/E of 7.7 to 9," Mr Rickitt says.

If the price is right and the management team has a full complement of skills, "there is no trouble in raising money for MBOs," he says. About 40 per cent of deals have been based on clearing bank finance in the form of loan capital. Mr Rickitt has also evolved an interesting modus operandi for buy-outs. He says: "We think there are rules and people get it wrong. Managers are encouraged to put too much of their own money in. This is crazy. We want their minds on their businesses, not paralysed by worry about losing their houses."

"The secret of getting the buy-out team working well and succeeding is not to have too much from the managers. Our experience has been that you can stand a much larger degree of leverage - borrowing - than people think."

"From our own point of view we have also felt it right to make no charge for failure. Land Rover cost us £22,000, for example. Some people do charge managers who fail to buy out and many managers never think of shopping around for money and negotiating. It is sensible they get independent advice."

Good advice will always include a rigorous assessment of the management's strengths and weaknesses. In some parts of the North that may lead to a buy-in or some element of it to ensure that the strongest team wins.

There is likely to be increasingly more of this. It has witnessed 70 management buy-outs in the North in the last three years and provided 27 per cent of the finance.

Mr Wall says that Price Waterhouse's experience is of an increasing trend to buy in. He says: "I am seeing more and more evidence of entrepreneurial management coming back to the North-East. The deal flow is increasing all the time. This is very important because it is bringing good management back into the area."

"People coming in have included the marketing director of a large heavy engineering company where the management failed to complete an MBO, a man running the European operations of a fast moving consumer business who wanted to do his own thing and the chairman of quoted company who felt life had lost its fun and wanted to build something up all over again."

It is not the importation of new management that is always needed, however, but the change in the status of the managers to owner-managers and all that goes with it. The North-East's most well-known buy-out was at Swan Hunter, which broke away from the nationalised British Shipbuilders in 1986. The price of £5m was a bargain given the £3m-plus of new computer equipment which had been recently installed but the problems were enormous.

The company, with no ambition of Government subsidy to fall back on, had its mind concentrated further by not getting hinted at orders from the Ministry of Defence. It is now slimmer, more efficient through new, flexible working practices, and has agreed its second two-year pay deal.

Management is managing and Mr Alex Marsh, the chief executive, says that its financial backers, led by Globe Investment Trust, are pleased with progress. Ian Hamilton Fozzy

PROFILE: MACCESS

Second time around

the equity; the rest was held by the institutions.

Following the buy-out, the company launched a variety of new products and services. Wheelbase was a retail and marketing package for petrol station forecourts; Contractime was a distribution service for supermarkets; and Carisma was a car accessories catalogue for motorists.

The company has also opened two new cash and carry outlets - in Manchester and west London - and early this year, Maccess made its first acquisition, Car-men Supplies, a chain of motor factors specialising in the supply of automotive products to garages and industrial users.

The net effect was that the group's trading performance lived up to the management's hopes. Profits increased from £1.8m in 1986-87 to £2.5m in

1987-88 on turnover up from £55.8m to £59.1m.

Written into the original buy-out agreement was a provision for the management to acquire a larger shareholding in the group if it met certain performance criteria. When it became clear that the group had matched the criteria, the management was approached by a second consortium of investors prepared to fund a second buy-out.

After some discussion with the original investment group, the Maccess management went ahead with the new consortium. The second deal created an equity split virtually the reverse of the structure of the first deal. Now 72.5 per cent of the shares are held by the management and 27.5 per cent by the new investment consortium.

The structure of the second

£9.8m package was £5.5m of funding in the form of equity from the institutions, £50,000 of new money from the management and £4.25m in the form of loans. The second deal brought in more management shareholders - around 40 now have holdings - and a share option scheme is being introduced to widen the net further.

Although there are no easy direct comparisons in terms of price per share, it can quickly be seen that the original institutional investors made a healthy profit. The second £9.8m deal bought out their equity stake, for which they had originally subscribed £4.7m.

The second institutional consortium consisted of County Nat West Ventures, Investors in Industry (SI), MIM Development Capital and Standard Chartered who ended up with

Management Buy-Outs by Industry*

Table with columns: Industry, Number, Value, % (Average size), £m

* Average size is computed after excluding MFV/Ilygena (£278m). Source: Paul Marwick McLintock

9.9 per cent, 8.25 per cent, 5.5 per cent and 3.85 per cent of Maccess' equity respectively. Standard also provided the loan finance for the deal, which put an overall value on the company of £20m. After two buy-outs, Maccess has plenty of experience and Mr James Corr, the finance director, has this advice for any other executives contemplating an MBO: "They should get good accounting and legal advice before they approach institutional investors," he says. "And they should aim for flexibility in negotiations so they have as many financing options as possible."

Philip Coggan

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MANAGEMENT BUY-OUTS 16

PROFILE: GEMINI GROUP

A buy-in of quality

THE MANAGEMENT team of Clive Greaves, Richard Compton and Ray Wearn had all worked together for a number of years, at first at the Economist and later at Marshall Cavendish. Mr Greaves himself had spent 7 years in the US as President of the Economist, during which time the magazine's circulation increased fivefold.

In December last year, there came a time when Mr Greaves determined to branch out on his own. His objective was to generate long-term capital gain through an investment in the areas of publishing and direct marketing that he knew well. He approached County NatWest Ventures with the suggestion that they should back him in a management buy-in. They agreed to do, on the condition that he assemble a management team.

Having done so, Mr Greaves scoured about looking for an appropriate vehicle for his ambitions. After two false starts, the break came at a lunch at Henry Ansbacher, the merchant bank.

Mr Greaves arrived with a shopping list of desirable companies, and left with an introduction to the management of Quadrant, a company which embraces publishing and marketing services.

Thus the management buy-in was born. The previous owners were committed to

keeping the company's two halves - publishing and marketing - together and it was with their endorsement that Messrs Greaves, Compton and Wearn came aboard in September this year.

The £2m deal was led by County NatWest Ventures, and backed by a number of other institutions.

Quadrant - the name of which has now been changed to the Gemini Group - consisted of two separate companies, Joint Marketing and Publishing Services and Print, Promotions and Publicity. There were no trading links between the two companies, although they shared premises and accounting overheads. The companies were owned 65 per cent by Philip Burley and 35 per cent by Tony Tanner.

The company made profits pre-tax and directors' expenses of £231,000 on turnover of £1.6m in 1987.

The former owners wished to safeguard employment, and so wanted to identify a buyer who would not hive off one or other of the company's halves. Rob-

ert Maxwell expressed his interest, but was deemed an unsuitable buyer.

Another crucial factor was Mr Burley's relationship with Mr Greaves. Mr Burley had intended to go to Spain and had arranged to hive off Marshall's Life, one of the company's magazines, to keep him occupied in his semi-retirement. As it is, he is staying on at PPP as managing director for another six months.

Prior to finalising the purchase price, CNWV obtained "in principle" commitments from four other institutions: Lloyds Development Capital, Grosvenor Ventures and 3I. The National Westminster Bank was also informally committed to providing the term loan requirements for the deal.

The 5 institutions provided £2.5m in a combination of equity and mezzanine finance, with a further £500,000 of term debt from the NatWest.

The structure was as follows: management ordinary shares: £150,000; institutional ordinary shares: £800,000. There was £750,000 worth of institutional

redeemable preference shares, together with institutional mezzanine of £2m.

Looking back on the experience of organising the deal, Greaves points to the necessity of having human skills as well as the financial skills needed to structure the transaction.

Although Mr Greaves ruled out buying a copy company - albeit replete with turnaround potential - the main difficulty even with a company with a good track record was the paucity of information about the potential acquisition.

In these circumstances, it was important to strike up a good relationship with the vendors, in order to ease the flow of information despite the competitive situation.

As Robert Ashmead of County has observed: "It was vitally important for us to sell ourselves to the vendors as suitable persons to take responsibility for their 'baby'."

That they succeeded in doing this is obvious from the fact that Mr Burley put off going to sunny Spain for six months.

David Walker

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SCOTLAND

Some significant deals

SCOTLAND IS not only the scene of a respectable number of MBOs in the past few years, but is also the home of three major players on the British MBO scene - Murray Johnstone and Charterhouse Development Capital, an offshoot of the Royal Bank of Scotland Group, as equity investors, and Bank of Scotland as a provider of loan finance. These organisations draw little distinction between deals which originate in Scotland and the greater number which arise outside it.

In Scotland itself the progress of the MBO roughly mirrors that of the Scottish economy: the deals are smaller, because most of the companies are smaller, and the speed with which they have emerged is slower than that of the UK economy as a whole, just as the Scottish economy - mainly because of the 1986 oil industry recession - was until recently lagging behind that of the rest of the country.

"I think the enterprise spirit has reached Scotland - people don't talk pessimistically now," says Mr Mike Pacitti, local director in Edinburgh of Investors in Industry (3i), alluding to doubts that persisted up to a year or so ago as to whether Scottish businesses were taking all the opportunities available to them.

"Quality managers here are as outward looking as anyone," he says. 3i participates in the largest number of MBOs in Scotland.

He adds: "There's been no quantum leap in MBOs in Scotland over the past three years but rather a steady growth. You have to remember that there are a finite number of situations where MBOs are possible." He points to the branch offshoots of major companies which the parent may prefer to close or transfer elsewhere rather than sell to their management and see them compete with the parent.

In early 1987, 3i earmarked £50m for MBOs in Scotland but has actually invested about £20m over the past three years. Mr Pacitti points out that whereas the size of MBOs in the south of England is soaring to astronomical levels, the record for the biggest MBO north of the border is still £10m - the size of the deal in early 1986 whereby the management of Exakta Circuits bought their Selkirk-based printed circuit board business from STC. Most Scottish MBOs are worth less than £3m.

Mr Pacitti acknowledges that a number of rising Scottish companies may have become shy about the eventual possibility of seeking stock exchange quotations following the saga of Babygro, but despite the importance to MBOs of an "exit" he does not think this is putting them off buy-outs.

Babygro was the subject of a buy-out - financed by 3i, British Linen Bank's Melville Street Investments and the Scottish Development Agency from its US parents in 1983. Upheld as an example of the resurgence of the Scottish entrepreneur, it was floated on the stock exchange in 1987 capitalised at £18m. But this year it hit serious difficulties and was sold to a Cheshire sports-wear maker, Robert H. Lowe, for only £4.5m.

At Bank of Scotland Mr Gavin Masterton, general manager for the East of Scotland, notes that deals have become more complex for the lender, since lending is now more likely to be based on cash flow of the business rather than its net asset value.

There have been some significant MBO deals in Scotland in recent months. At the beginning of this year 3i and the Scottish Development Agency - which is also a significant

development capital operator - helped finance the £2m deal whereby local management bought Indyl Electronics, since renamed ITBQ Europe, an Ayrshire company which assembles semiconductors, from its US owners and injected some new capital.

In April, 3i combined with Charterhouse Development Capital to enable Mr Bernard Reinhold to buy Mr Reinhold from Dawson International in a deal whose value has not been disclosed. Mr Reinhold markets and distributes Emreco knitwear and is now called Emreco.

In June, Charterhouse along with two of Murray Johnstone's venture capital funds assisted a combined management buy-in and buy-out at Burn Stewart, a specialised whisky distributor in which the owner sold to managers at the same time as a similar whisky industry figure bought in from outside to become managing director. The value of the transaction is said to have come close to the record set by Exakta.

Murray Johnstone recently financed a buy-out from British Coal of a small coal mine in Ayrshire to form Cavendish Coal which will concentrate on the domestic coal market.

Mr Norman Murray, a director of Charterhouse Development Capital, says that MBOs are "a healthy sign for the Scottish economy. It keeps businesses local or brings back control from outside Scotland. That means that they provide business for local service companies, such as advertising, public relations, banking and legal services." He notes that Burn Stewart transferred its head office from London to Glasgow following the MBO.

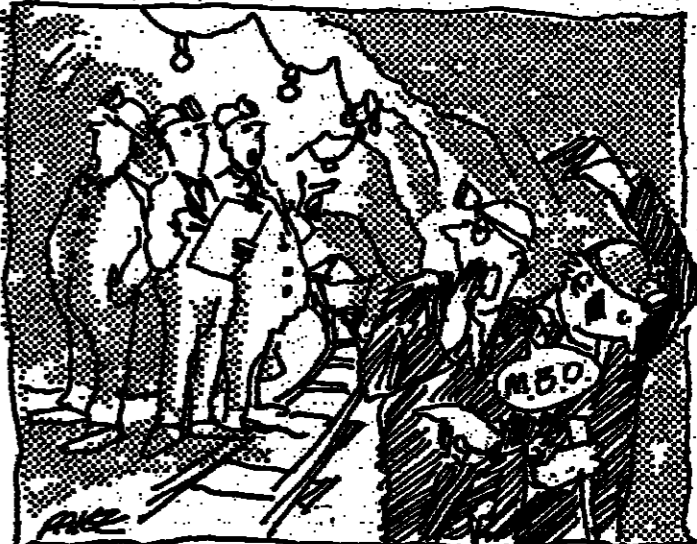
Mr Robert Smith, Charterhouse Development Capital's managing director, says: "The MBO market suddenly picked up dramatically in March this year after the shock of the October 1987 crash and has been extremely busy ever since."

He believes that the effect of higher interest rates and the slack stock market may enable managements to buy-out their companies at a lower price than was possible before, with less competition from corporate predators offering paper.

"The MBO wins by paying cash," he says.

Mr Peters at Murray Johnstone does not differentiate between deals involving Scottish companies and those in other parts of Britain. Murray Johnstone can marshal resources totalling £200m from Murray Ventures (which has invested in 40 MBOs since it was founded in 1984 and made a 40 per cent annual return on capital).

James Burdon



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MANAGEMENT BUY-OUTS 17

THE MIDLANDS

Taking a long-term view

THE EARLIEST buy-out that the Centre for Management Buy-Out Research in Nottingham has been able to trace occurred in Belfast in 1884. But, according to Mr Peter Williams of Investors in Industry (II), the buy-out as we now know it was invented in 31's Birmingham office 10 years ago.

There is less hassle over stocks and debtors. However, one would be buy-out team was beaten by a £100a higher bid from another company. A competing buyer may be able to offer his own paper. He may also see the purchase as more valuable because he can transfer business to his existing factory.

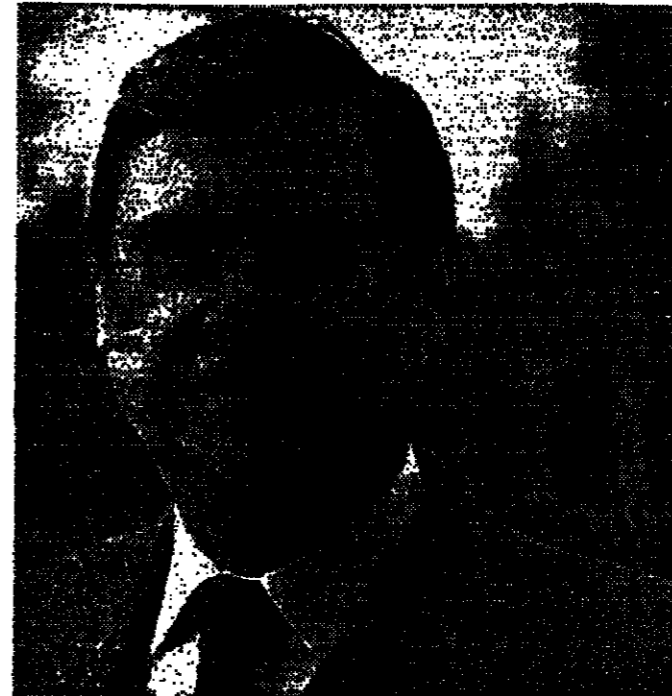
Buy-outs have been common in the West than the East Midlands, particularly this year. One Midlands buy-out in three is of a firm worth under £1m, perhaps a small business whose owner is seeking to retire.

We decided we were prepared to offer a certain amount of money and we just kept going. An asset is stamina. We genuinely believed we could make the business more successful.

IT WAS a single buy-out at a single price, and yet four companies - in four countries - were created. Before it was concluded, an eight-way conference call, involving participants in the same four countries, went on for 7 1/2 unbroken hours - without settling the question at hand.

PROFILE: INGERSOLL ENGINEERS

A pioneer four-nation deal



Brian Smith, managing director, Ingersoll Engineering

several years the payment of somewhat less than 10 per cent of the purchase price. This was of symbolic importance as much as anything - to demonstrate continuity and to show BHF that it was not bearing all of the external risk.

Ingersoll Engineers was sold as a block and then divided up among the buyers into separate geographical companies. "The investing participants all wanted their rewards to be linked to what they controlled or influenced," says Mr Small.

Having agreed the total price, the buyers had to allocate it among themselves. BHF was the arbiter for this tortuous exercise, which had to assess such factors as the greater growth potential in the huge US market and the fact that the UK company was the only one to own a freehold property - Bourton Hall, a restored Regency manor house in 16 acres on the outskirts of Rugby.

Although each company is independent, they co-operate through the Ingersoll Engineers Group, which they own rather than vice versa, making financial contributions to its support in proportion to their turnover.

The four companies also went their own ways in terms of breadth of ownership participation. The French company, smallest of the four, was company-wide from the start, while in the US and West Germany, it is limited to the top levels. In the UK, there were only 10 investors at the time of the buy-out, but shareholding has been opened to all employees.

As consultants, the new owners of Ingersoll Engineers learned more than they expected from their own buy-out. During the protracted process - not helped by having to deal with lawyers in four countries - Mr Small says one point was brought into sharp focus: "Each individual has his own personal aspirations in terms of the future."

Group consensus may be sufficient for incremental change, but each of the desires of each individual - especially in middle management - must be considered in more dramatic changes such as buy-outs. It is a lesson which they are already passing on to their clients in industry.

Clay Harris

Mr Terry Gateley of Peat Marwick McLintock believes that the character of Midlands buy-outs has changed since those days. In the recession, managers were buying ailing businesses at a discount as an alternative to closure. Now they may have to pay a premium over their company's value, and raise some finance at higher interest rates to cover it.

The managers of Rover's computing arm, Istel, won after two rounds of bidding. (They also brought in 900 employees as shareholders.) Mr Gateley says there is a confident air in the West Midlands. The problems were shaken out in the last recession, and there are an enormous number of skilled people in the companies.

Four years ago, we always had to get trains to London. Now people are coming to us. They are looking for good cash-generating businesses that they are not going to get any shocks from.

Only one in 11 bought-out companies has been unsuccessful, compared with one in four start-ups.

Mr Gateley says that up to £25m to support a buy-out can be raised in Birmingham. Apart from national capital providers like II (whose Birmingham office has just helped finance its 100th buy-out) there are local ones such as Summit, associated with Albert Sharp, the stockbroker, and the council-owned West Midlands Enterprise Board.

Parent companies are now apt to produce sale memoranda, inviting bids for subsidiaries not part of their core business. Mr Gateley's advice to managers eager to buy is to produce their business plans swiftly and line up their financial backers, so they can offer a quick deal. One advantage of selling to managers is that

Dr Michael Wright of the Centre for Management Buy-Out Research points out that this is not necessarily bad. After a spell in Marbella on the sale proceeds, they may well be back to help run another firm.

The big players stress that the Midlands buy-out industry is all about people. Dr Mike Cunnell of Summit, who once ran a division of Lucas Aerospace, says: "We spend a lot of time with the people themselves. We investigate what they have done in the past. Then we don't have to worry too much about the exit terms."

"We don't make a deal forcing people, like most of our competitors do, to go to market."

The managers at Nesbit Evans, the Wednesbury maker of hospital beds, brought in an outsider, Mr Gerard Wainwright, to head their £3m buy-out team. He thinks this helped because he was able to do the negotiating while the other 10 managers carried on managing. He also believes that the team leader has to assess how much cash his colleagues should put in. Failure must hurt but not be disastrous. "I don't think there is any joy in management not sleeping at nights."

Once good managers are identified, it is in the interests of the buy-out industry to get them owning and running a company. Hence the fashion for buy-ins. Summit helped a team of five set up Wharfedale Wine, to buy firms in the drinks trade. Dr Cunnell says: "They came from a variety of backgrounds. I saw them all together to make sure they did

A typical Midlands buy-out is of a company with possibilities that the previous owners were not able to exploit. Premier Brands escaped from Cadbury with ideas for Instant Typhoo and one-cup teabags.

The United Machinery Group in Leicester was previously part of an American company that was taken over by another US company. The £20m buy-out involved acquiring 19 companies in different countries.

"We saw there was a potential in several places round the world," says Mr Neville Burton, one of four managers in the buy-out. "We also had a good R&D programme that was beginning to develop interesting new machines. We will grow 15 per cent in turnover this year."

Partco, a Balchall Common-based supplier of motor vehicle parts, lost £125m in its last year with Burmah Oil. This year, the managers who bought it expect a profit near £2m.

Mr Harvey Deive was one of four managers who bought Simplex from GE of the United States. This year he and Mr Gerald Bartlett made an offer to Simplex for Power Centre Holdings, a Wednesbury maker of cable ducts for buildings. The other directors said: "We wish you well, but you must realise it is a commercial transaction."

Mr Bartlett comments: "Harvey and I developed a business plan over two nights. That really is the key. But you have to have a bit of good fortune as

well. We decided we were prepared to offer a certain amount of money and we just kept going. An asset is stamina. We genuinely believed we could make the business more successful."

The buy-out has given new confidence to the 220 work-people, because the key decisions are now being made on the premises.

Metsec at Oldbury began 58 years ago with a new method for rolling bicycle rims. By 1980 it belonged to TI, was involved in the ailing motor industry and was losing money. Management buy-outs were then few and far between, says Mr Keith Hirst.

With four colleagues, he decided to make a bid for the structural steel part of the business. "We went off to see David Haggart of Evershed and Tomkinson, the solicitors, and he took us to St. Eventually it meant us putting our houses up as security."

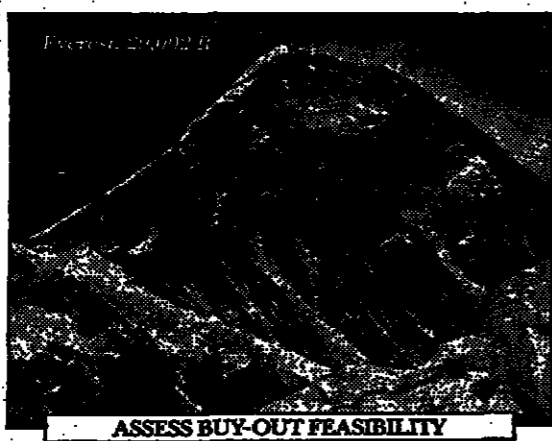
Before selling, TI cut the workforce from 750 to 180. It is now up again to 200, plus employees of new subsidiaries. Metsec helped to build the Nissan car factory. It uses fibre-optic cables to link the drawing office to machines.

Mr Cliff Hopkin, his son and a colleague offered a Swedish owner £50,000 for Venetian Blind Manufacturing, a Birmingham maker of blinds, canopies and awnings. "We were not making any money," says Mr Hopkin.

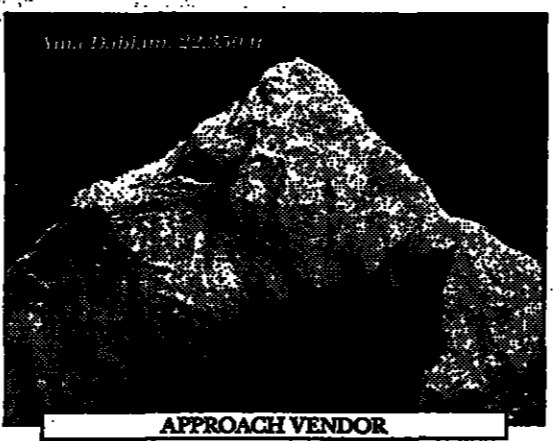
After 15 months, their offer was accepted. To Mr Hopkin's disgust, they were unable to persuade their bank to continue the overdraft without personal guarantees, and so they obtained £100,000 from the West Midlands Enterprise Board. Meanwhile, a man from another venture capital firm "treated us like small children."

What they had spotted was a growing demand for wooden blinds and pinoletums (woven wood from Paris). This accounts for a quarter of their turnover which is up 40 per cent this year.

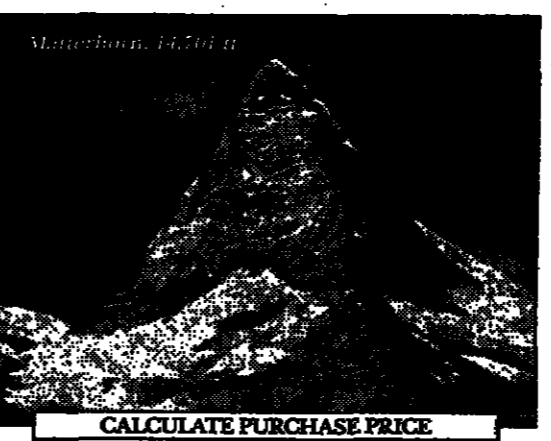
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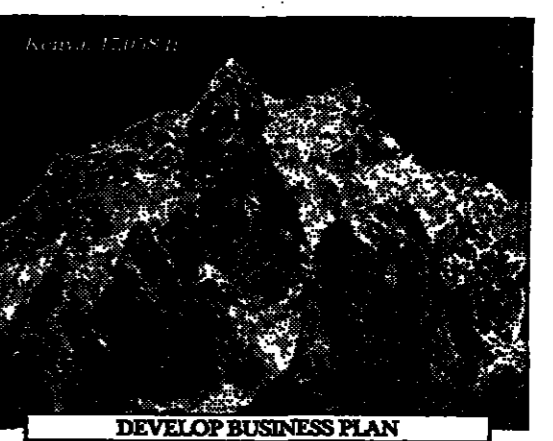
ASSESS BUY-OUT FEASIBILITY



APPROACH VENDOR

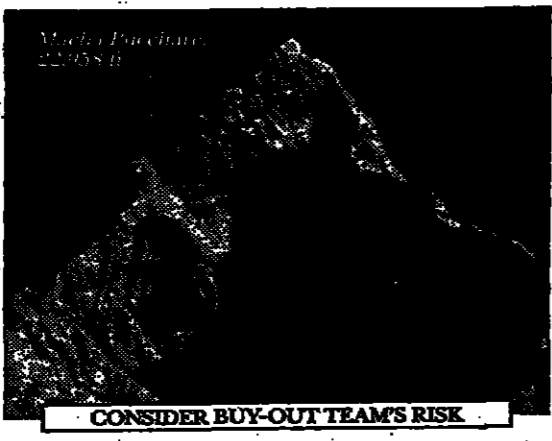


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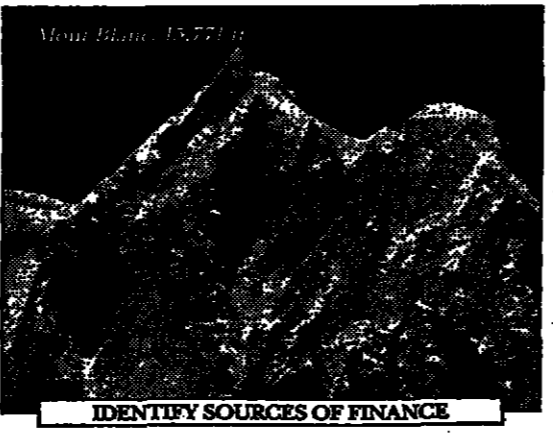


DEVELOP BUSINESS PLAN

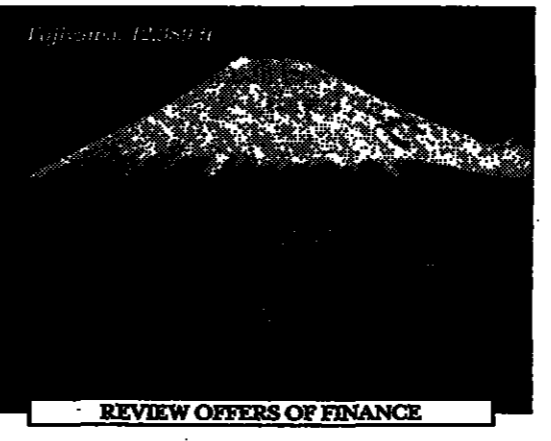
WITH ARTHUR ANDERSEN,



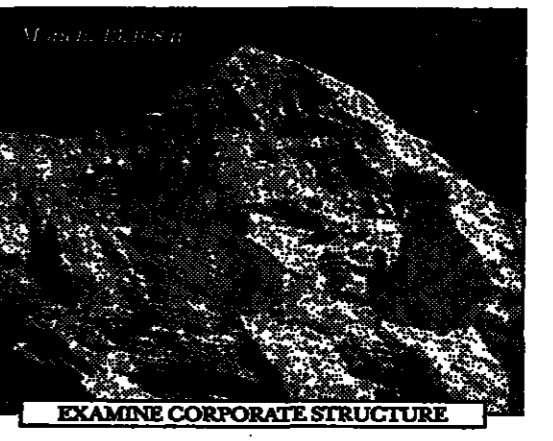
CONSIDER BUY-OUT TEAM'S RISK



IDENTIFY SOURCES OF FINANCE

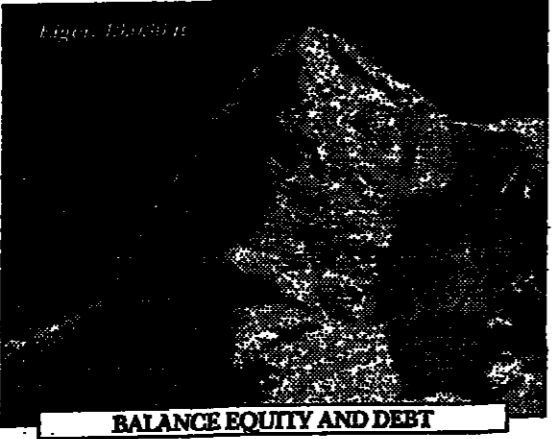


REVIEW OFFERS OF FINANCE

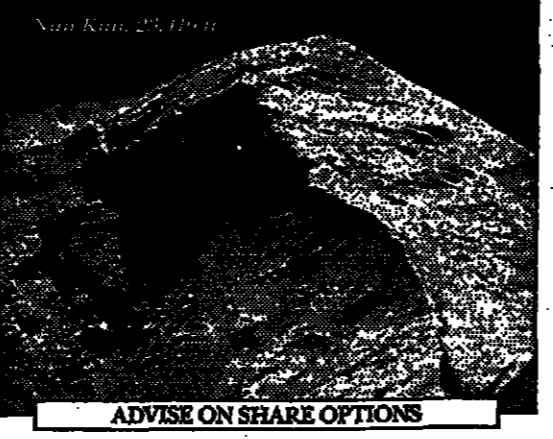


EXAMINE CORPORATE STRUCTURE

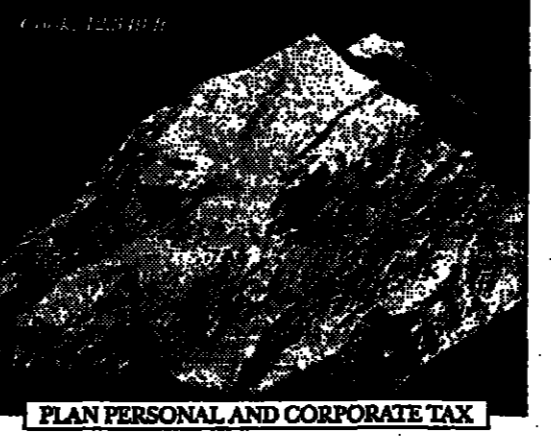
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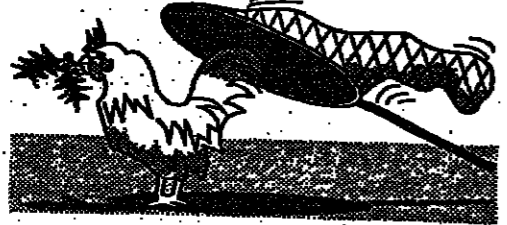
DOUGLAS CONSTRUCTION GROUP Committed to Quality

INSIDE

Klöckner's grief in the oil market

The heavy losses in oil trading declared yesterday by Klöckner of West Germany came as little surprise to the oil market.

A flutter in American hen coops



Tyson Foods, the leading US manufacturer of poultry products, has launched an unsolicited bid for Holly Farms, the nation's third biggest chicken group.

UEI revs up to higher profits

UEI, the UK high technology electronics and engineering group, has announced a 26 per cent rise in interim pre-tax profits to £14m (\$24m).

Asko rings the cash tills

Asko, the fast-growing West German discount stores group is launching a DM870m (\$470m) rights issue, its third call on shareholders in as many years.

Bonds come under the hammer

One question more than any other has exercised the minds of those responsible for Canada's bond distribution system over the last five years: To auction or not to auction?

Market Statistics table with columns for various market indicators and their values.

Companies in this section

Table listing various companies and their share prices.

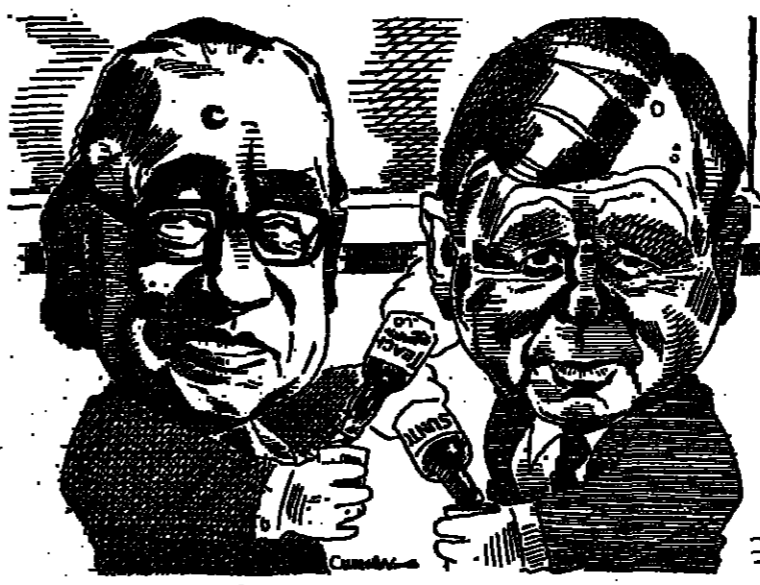
Chief price changes yesterday

Table showing price changes for various companies and indices.

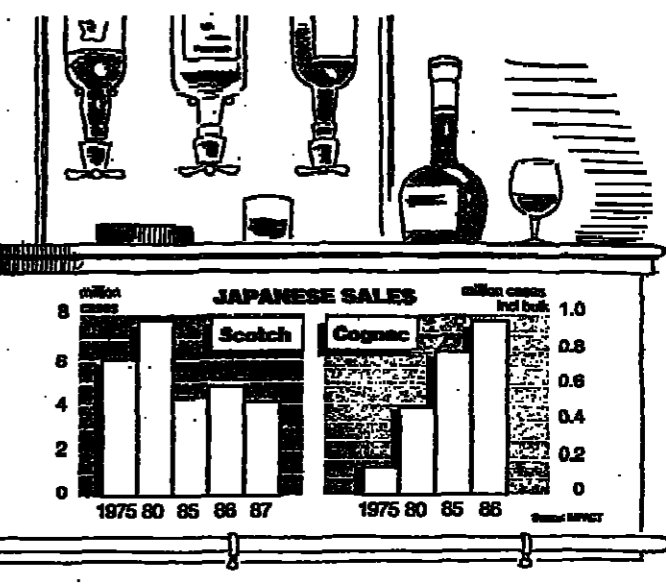
A drop of Teacher's at the Rising Sun

Tony Jackson and Christopher Parkes look at yesterday's alliance between Allied-Lyons and Suntory

MR KEIZO SAJI, chairman of Suntory, may have overstated it yesterday, when he coyly claimed that his surrender of a 1 per cent stake in Japan's largest drinks company to Britain's Allied-Lyons felt 'a little like losing my virginity.'



East-West marketing drive: Suntory's Keizo Saji (left) with Sir Derick Holden-Brown, chairman of Allied-Lyons



The aim was to multiply that by five within five years. Hence the importance of premium foreign brands from the Allied fold. These could help it at least to maintain its market share, especially since imports stand to benefit greatly from excise duty adjustments promised for next April.

Of course, Allied-Lyons is already active in Japan. Ballantine's Finest, for example, held fifth place in Scotch sales last year, but the group's representation was scattered among 20 different distributors.

Al Saudi rescue plan is revised

By George Graham in Paris

FRANCE'S banking authorities have had to revise their controversial rescue plan for the troubled Al Saudi Banque in the face of concerted opposition from leading French banks.

Eastern Air sells shuttle service to Trump for \$365m

By Anatole Kaloteky in New York

EASTERN AIRLINES, the strait-ridden unitised subsidiary of Mr Frank Lorenzo's Texas Air, yesterday agreed to sell its highly prized US East Coast shuttle operation to Mr Donald Trump, the New York property tycoon, for \$365m.

BGas and Shell in Tenneco deals

By Steven Butler in London

BRITISH GAS and Royal Dutch/Shell engaged yesterday as purchasers of some \$700m of the oil and gas assets which have been sold off by Tenneco, the US group.

British Gas said it would use the acquisition as a base on which to expand further in the countries concerned. Most of British Gas's exploration and production assets were stripped out of the company prior to privatisation, although the company retained an exploration staff.

Racal Telecom fixes share price at 170p

By Philip Coggan and Hugo Dixon in London

RACAL TELECOM, the mobile telecommunications subsidiary of Racal Electronics, has been valued at £1.7bn (\$2.9bn) for its flotation on the UK, US and European stock markets.

At a news conference at Mr Trump's recently acquired Plaza Hotel in Manhattan, Mr Lorenzo also confirmed that he had been approached by Mr Carl Icahn, the takeover specialist and corporate raider who controls Trans World Airlines, about buying the remainder of Eastern Airlines.

Mr Lorenzo, who had considered selling the shuttle for almost a year to strengthen his negotiating position in a protracted struggle over labour concessions with Eastern's unions, expressed some regret over the sale.

The shuttle service had long been the most profitable part of the airline's operations, although it accounted for only 4 per cent of its total passenger miles. Because of its profitability, however, the shuttle gave unions an important bargaining chip.

These securities having been sold, this announcement appears as a matter of record only.

Taylor Woodrow plc advertisement featuring the company logo, share price (£75,000,000), and interest rate (11 1/2 per cent. Notes due 1993). Lists of shareholders and contact information for Hambros Bank Limited.

INTERNATIONAL COMPANIES AND FINANCE

Good prices boost US pulp and paper companies

By Our New York Staff

MEAD and Georgia-Pacific, two large US pulp and paper companies, yesterday reported improvements in profits from their main businesses in the September quarter thanks to full capacity use and good prices.

In the 1987 third quarter, Mead took a gain of \$42.8m or 68 cents a share from the sale of a group of mills.

Higher costs hit Whirlpool

By Our New York Staff

WHIRLPOOL, the US domestic appliance manufacturer which has become a world leader in its industry, yesterday reported a decline in profits for the third quarter.

Whirlpool blamed the downturn on higher material costs, which could not be recovered by increased prices, and said it had been hit by weaker results from the company's kitchen cabinet business.

for the nine months, earnings dropped to \$1.53 from \$1.94. The company pointed out that it had changed its accounting procedures for 1987, which lifted the nine-month earnings for that year by \$10.8m to \$151.5m.

Earnings stagnant at First Boston

By James Buchan in New York

FIRST BOSTON, the Wall Street securities firm which is going private in a merger with its European affiliate, Credit Suisse First Boston, reported stagnant earnings in the September quarter because of a decline in revenues from its investment banking business.

Revenues from investment banking tumbled from \$240.5m to \$175.1m. The merger department was plunged into a loss in February when its two star bankers, Mr Bruce Wasserstein and Mr Joseph Perella, quit with several other specialists.

Tyson Foods launches bid for Holly Farms

By Robert Vinocet in New York

TYSON FOODS, the leading US producer of poultry products, has launched an unsolicited bid for Holly Farms, the nation's third-largest poultry producer.

The bid values Holly Farms, which had sales of \$1.8m in 1987, at around \$90m. Tyson, based in Springdale, Arizona, is offering \$45 a share in cash and one-quarter of a Tyson Class A stock for each Holly Farms share.

merely saying that the bid would be considered. Holly Farms' profits were hit in the last fiscal year as over-production depressed poultry prices. Analysts say the market has improved and Holly Farms, which also produces flour and bakery products, has started to rebound.

Demand helps SCA lift income by 45%

By Sara Webb in Stockholm

SCA, a leading Swedish forestry group, showed a 45 per cent increase in profits in the first eight months due to strong demand for forest and paper products and high pulp prices.

Profits after financial items jumped to SEK1.704m (\$88.6m) from SEK1.177m in the comparable period last year. SCA said it expected full-year profits to be about SEK2.569m.

France takes stake in pay TV

By George Graham in Paris

CAISSE DES DEPOTS, the French Government financial institution, has taken a 5 per cent stake in Canal Plus, the French pay television channel, in the latest round of privatization.

Canal Plus, meanwhile, recently took the lead in a battle for control of Havas, the leading French advertising agency which was privatised by the last Government and was viewed by the new socialist administration as too firmly under the thumb of the right.

Group sales increased by 20 per cent to SEK15.15m, boosted by recent acquisitions such as Pensance, the French hygiene products company. Taking comparable units into account, the group said, sales had increased by at least 35 per cent.

Macmillan reports fall in profits after shake-up

By Anatole Kalatsky in New York

MACMILLAN, the large US publishing house which the management is trying to acquire through a leveraged buy-out in competition with a takeover bid from Britain's Maxwell Communications, announced a fall in operating profits and a loss at the net level in the third quarter.

using proposals and the tender offer to shareholders in the past few months. The quarter's results also suffered from a \$28.4m charge for the disposal of inventory resulting from Macmillan's decision to close Scribner-Laidlaw, one of its elementary school textbook businesses.

Motorola shows strong growth in main activities

By Our New York Staff

MOTOROLA, the US electronics and communications group, lifted third quarter net earnings from \$70m to \$87m after a strong performance from its two largest businesses, communications and semiconductors.

Motorola said the new semiconductor orders had risen by 15 per cent and the backlog by 14 per cent. Orders had been strong in the Asia-Pacific region, and in Japan the acceptance of its 160040 chip family, which continues to be dominant in the computer workstation market, had led to strong other growth.

Fiat in talks with Japanese car maker

By Kevin Done, Motor Industry Correspondent

FIAT, the Italian automotive concern, is negotiating the purchase of automatic transmissions for compact cars from Fuji Heavy Industries of Japan, the maker of Subaru cars.

The company said yesterday that negotiations had not yet been completed, but it confirmed that it was planning to increase the range of automatic transmissions offered in its small and medium cars, although it refused to specify which model would use the Fuji ECVT.

opened jointly with Ford and Van Doorne of Holland. Ford introduced this transmission on its Fiesta small car in May 1987. The system was supplied initially in low volumes by Van Doorne to both Ford and Fiat, but Ford has invested \$20m in its own transmission plant in Bordeaux, France, to produce the transmission in sufficient volumes to supply its own assembly plants in Europe as well as Fiat and other vehicle makers.

Fiat currently offers a hydraulic continuously variable transmission on its Uno small car, which was developed jointly with Ford and Van Doorne of Holland.

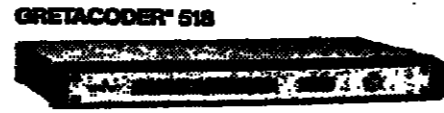
Separately, Standard & Poor's, the US rating agency, said it downgraded First Boston's subordinated debt rating to A-minus from A, because of the CFSB deal.



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INTERNATIONAL COMPANIES AND FINANCE

Wellington looks again at BA bid for Air NZ

By Michael Donne in London and Dai Hayward in Wellington

THE NEW Zealand Government is taking a fresh look at British Airways' bid for a 25 per cent stake in state-owned Air New Zealand, amid reports that plans for a deal with Qantas, the Australian airline, are running into problems.

At the same time, it was revealed yesterday that Scandinavian Airlines System, which recently arranged a 10 per cent stake in Texas Air of the US, was negotiating a partnership pact with Qantas to co-ordinate routes and timetables in the Far East.

Both moves are seen as reflecting a desire by Australasian airlines to strengthen their interests in other markets to meet increasing competition from the bigger US airlines through the 1990s.

A decision on Air NZ is expected to be made by the New Zealand cabinet next Monday.

Last month, after inviting tenders from interested airlines for a quarter share of Air New Zealand, the NZ Government said Qantas was the preferred bidder and that negotiations with the Australian state carrier were under way.

Although the Qantas officials negotiating on the bid say talks have been going smoothly, they admit they would like a bigger share of the New Zealand airline. Suggestions have ranged up to 60 per cent, part of which would be held by a group of New Zealand companies.

BA is also said locally to be talking to the Development Finance Corporation and other New Zealand financial institutions about mounting an improved bid through a consortium. In London BA declined to comment. It is understood that it has not made any improved offer, but neither has its original bid been rejected, and is still on the table for discussion at any time the Wellington Government likes.

Mr Bill Jefferies, associate Minister of State-Owned Enterprises who is leading the negotiations, denied yesterday the Government had requested a new bid from BA but added only that the negotiations must be "pure, commercial and proper."

Senior Air NZ executives prefer a link with BA, because it is not a direct competitor and could provide the New Zealand airline with strong links with destinations in the northern hemisphere.

An Air-NZ deal with Qantas has also been vigorously attacked in the New Zealand media and by Opposition MPs. Mr Ian McKean, the Opposition MP concerned with state-owned enterprises, has linked government willingness to take another look at the BA offer with a proposed trade deal with the European Community under which the value of butter and lamb exports to Britain would be maintained, but with volumes cut, at the same time as New Zealand wanted to pull out of a joint Wellington-Carberra frigate-building deal.

"The New Zealand Government now has to choose between offending the British and raking the butter deal in Europe, or upsetting the Australians and damaging defence links," Mr McKean declared.

The SAS interest in the region stems from a desire to improve its position in the predicted "mega-carrier era" of the 1990s. SAS has a co-operation agreement with Thai International, which would also be involved in any discussions with Qantas.

Henderson Land profit passes HK\$1bn

By Michael Murray in Hong Kong

HENDERSON Land Development, the Hong Kong property group controlled by entrepreneur Mr Lee Shau Kee, yesterday reported net profits of just over HK\$1bn (US\$128.2m) for the year to June, an increase of 66 per cent.

Turnover rose to HK\$2.28bn from HK\$1.7bn. The results were in line with market expectations, with Henderson's profits from the sale of development properties benefiting from the buoyant state of the territory's property market.

A final dividend of 15 cents per share has been declared, bringing the total for the year to 24 cents against a previous 19 cents on an adjusted basis.

The Henderson group was recently restructured, by means of a series of substantial asset swaps between Henderson and its Wing Tai Development subsidiary.

The restructuring leaves Henderson focused on property development activities while Wing Tai, which has been renamed Henderson Investment, will invest in property and listed companies.

Henderson Investment yesterday reported net profits of HK\$203m for the year to June, up from HK\$201.5m. Turnover fell to HK\$417.3m from HK\$499.1m, reflecting reduced activity in the wake of last October's market crash.

Earnings surge at state companies

By Chris Sherwell in Sydney

COMMONWEALTH BANK and Telecom Australia, two of the country's biggest state entities, yesterday reported sharply improved profits for the year to June.

The bank announced an after-tax profit of A\$273.4m (US\$219.4m), up 38.6 per cent, and attributed the improvement to better margins. Extraordinary items added another A\$81.5m, making a total of A\$359.1m.

Telecom, which operates Australia's domestic telecommunications, reported a profit of A\$777m, but said the figure was inflated by A\$300m because of changed procedures for sales tax and customs duty accounting.

The results are of added interest this year because the Labor Government, after winning the mid-1987 election, suggested that these and other state sector groups such as Qantas and Australian Airlines might be privatised.

Subsequently Mr Bob Hawke, the Prime Minister, ruled out the privatisation of Telecom. But the future of Commonwealth Bank remains unsettled, and the possibility of a merger with one of the country's three big private banks has been openly canvassed.

Mr Don Sanders, Commonwealth Bank managing director, said it had been a year of "outstanding achievement" in which profit per employee had increased 43 per cent. The increased profits were made despite a A\$182m increase in charges for bad and doubtful debts, up 38 per cent.

In the case of Telecom Mr Robert Brack, chairman, attributed the performance to increased traffic and improved efficiency and productivity. The outcome will not prevent telephone charges rising later this year, but Telecom reaffirmed its commitment to keep the increase below that of the consumer price index.

Conoco lifts stake in Heidrun

By Karen Fosall in Oslo

THIS WEEK'S Nkr770m (\$115m) purchase by Conoco Norway of the Norwegian oil and gas interests of Tenneco Norway is intended primarily to strengthen Conoco's current position in the Heidrun oilfield which it operates, said Mr Don Johnson, managing director of Conoco Norway, yesterday.

The deal is subject to approval by Norwegian authorities, and it is hoped that this will be given by the turn of the year.

Conoco Norway is the Norwegian subsidiary of Houston-based Conoco, which is in turn a subsidiary of Du Pont, the largest US chemical company. Tenneco Norway is part of US-based Tenneco, which has this week been announcing the piecemeal sale of its oil and gas interests.

The purchase by Conoco

increases its stake in the Heidrun field to 24.9 per cent, an increase of 6.8 per cent. With the deal also comes a new 9.8 per cent stake in the Smørbukk oil-gas-condensate field, operated by Statoil, Norway's state oil company.

Development of the Heidrun field is underway and Conoco last week said that it intends to deploy an early production system in the field until it can be fully developed for production by 1992.

The prospects for the Smørbukk field, however, are less bright because it is mainly a gas/gas-condensate field which will require a gas sales contract before development can be approved by Norwegian authorities.

The purchase brings to Conoco a total of 125m barrels of oil equivalents or additional stakes in 10 licences on

the Norwegian continental shelf.

Conoco has offered the Norwegian employees of Tenneco employment but a decision has not yet been reached about employing the expatriate staff of the company. In Norway Tenneco employs some 20 people.

The only other identified bidder for Tenneco's Norwegian interests was Elf Aquitaine Norway, the Norwegian subsidiary of Paris-based Elf Aquitaine.

Last month, Conoco agreed to pay Statoil Nkr300m for a 1 per cent stake in Statpipe, the 800km gas pipeline which connects into the Norpipe. This, in turn, supplies Norway's continental customers.

Conoco said that both deals were part of its strategy to strengthen its commitment and foothold in Norway.

Union Carbide to sell plant

By R.C. Murthy in Bombay

UNION CARBIDE India (UCI) is to sell its chemicals and plastics processing plant in Bombay to Oswal Agro Mills, an offshoot of the country's rapidly growing Oswal group, for some Rs650m (\$45.2m).

This is double what UCI had agreed four years ago to sell the plant to the local Reliance Industries. That deal fell through after the disaster at Union Carbide's Bhopal plant in which more than 2,000 people died.

Gold Fields Namibia lifts output in third quarter

By Jim Jones in Johannesburg

GOLD FIELDS Namibia (GFN), the Namibian mining and exploration company due to be listed next week on the Johannesburg SE, has reported pre-tax profits of R49.3m (\$19.5m) for the nine months to September, on turnover of R239m.

Last week's pre-listing statement estimated a full-year pre-tax profit of R36m on turnover of R344m. Yesterday the company said it believed these

forecasts would be achieved.

For the third quarter, GFN - which is 79.7 per cent owned by Gold Fields of South Africa, itself an affiliate of the UK's Consolidated Gold Fields - showed increased metal production. The company mined 540,000 tonnes of ore and produced 11,571 tonnes of copper in concentrates, 4,768 tonnes of lead and 20 tonnes of silver, both in concentrates.

Powertech leaps to R27m

By Jim Jones in Johannesburg


POWER TECHNOLOGIES (Powertech), the South African electrical manufacturer, lifted sales and profits by well over a third in the six months to August and says its order book is the highest ever.

Turnover increased to R424m (\$171m) from R302m and pre-tax profit was R26.9m against R19.1m. Earlier this year Powertech merged its Asesa division with Brown Boveri's light elec-

trical division.

The move, initiated separately from the merger of the Swiss and Swedish parents, was prompted by the belief that corporate size will be important in winning contracts for the electrification of black townships.


The company has also lifted its interest in Aberdare, a cable manufacturer, to 54.5 per cent from 44.5 per cent.



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INTERNATIONAL COMPANIES AND FINANCE

De Benedetti raises stake in Milan bank

By Alan Friedman in Milan
MR CARLO De Benedetti agreed last night to pay £22.5bn (\$36m) to buy a 10 per cent stake in Euromobiliare, the Milan merchant bank, thereby strengthening his position. The stake was sold by Mr Francesco Micheli, a maverick Milanese financier who bought the Euromobiliare holding last summer in the hope of merging his own investment bank, Sviluppo, with the more established Euromobiliare.

The sale, which raises Mr De Benedetti's holding in Euromobiliare from 14 per cent (held partly through his CIR group and partly through the Paris-based Dumenil Leblis) to 24 per cent, brings to an end an episode that has involved not only Messrs De Benedetti and Micheli, but also other leading Euromobiliare shareholders such as Haul Gardini of the Ferruzzi group and Silvio Berlusconi, the television magnate.

London eases rules on foreign listings

By Richard Waters in London

The London Stock Exchange has relaxed its rules for foreign companies seeking a listing in London. They will need to publish only three years of trading figures, rather than the five years previously required of them and still demanded of UK companies.

To take advantage of this concession, though, they must have been listed on a leading overseas exchange for two years and have at least £100m (\$158m) worth of shares in public hands.

They must also confirm that a full five years' information would not give a reader a materially different view of the company, though this assurance need not be audited. The concession is meant to reinforce the attractiveness of the London exchange to foreign corporations. More than 500 overseas companies are listed in London, compared with the 202 in Paris at the start of this year. Frankfurt by comparison had 208, Amsterdam 227 and Brussels 145.

Elders Investments states 5% holding in MB Group

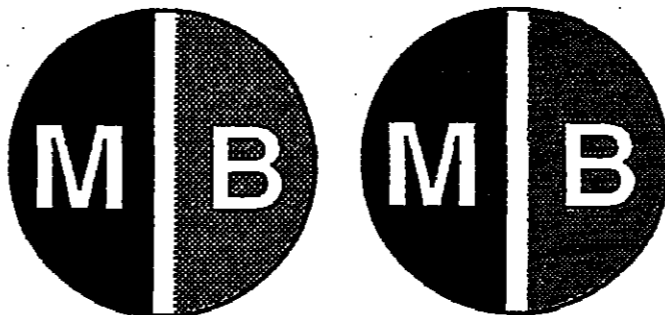
By Maggie Urry in London

ELDERS Investments, an offshoot of Elders IXL, the Australian conglomerate best known for its Fosters lager, revealed last night that it holds a 5.1 per cent stake in MB Group, the UK packaging company formerly called Metal Box. Elders' has 17.115m MB shares worth £46.10m (\$79.30m).

MB had earlier said that investigations into its share register had revealed the names of three unknown shareholders together holding 11.6m shares, 2.5 per cent of the group's total capital.

Through companies, two based in the British Virgin Islands and one in the Turks and Caicos Islands.

After that announcement, Mr Andrew Cummins of Elders Investments telephoned Mr Brian Smith, chairman of MB, to say that it was behind the three companies and had further shares, some acquired in the last few days, taking its holding to just over 5 per cent.



Industrial group, had been rumoured as a likely bidder.

Mr Cummins, who is chief executive of Elders Investments and group director responsible for strategy at Elders IXL, said last night that he had told Mr Smith he was pleased with his investment.

However, he declined to say whether Elders would make a bid for MB, increase its stake, hold or sell the shares. Courage, Elders' UK brewing business, is a customer of MB, which is a major UK supplier of drinks cans. Earlier Mr Smith had stated that the buyers, then-unknown, "recognise that our clearly defined strategy and prospects for growth have been undervalued by the stock market."

restructured the business, a process involving massive redundancies. In that period, sales and profits, the latter held back by rationalisation costs, have appeared to stagnate. However, analysts believe that the quality of earnings has improved.

At the same time the group had invested heavily in new packaging technologies and has expanded its overseas interests.

Elders Investments, which is based in Hong Kong, has a capital base of \$550m, much of which is currently in cash. It also holds a one-third stake in a property company, a 49 per cent stake in a US fruit juice business, a small holding in Amheuser Busch, the US brewing group, and "a couple of other major investments," Mr Cummins said.

ENERGY

EFFICIENCY

The Financial Times proposes to publish this survey on:

3rd November 1988

For a full editorial synopsis and advertisement details, please contact:

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on 01-248 8000 ext 3389

or write to her at:

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FINANCIAL TIMES
EUROPE'S BUSINESS NEWSPAPER

Amax reduces interests in primary aluminium

By Kenneth Gooding, Mining Correspondent

AMAX, the US natural resources group, has sold a 25 per cent interest in two primary aluminium reduction plants to a Japanese consortium for \$310m.

The acquisition gives the Japanese 106,000 tonnes of capacity. The consortium is led by the Mitsui trading group and includes Toyoi Sasaki and Yoshida Kogyo (YKK).

The plants are the Intalco facility in Ferndale, Washington, and the Estalco plant at Frederick, Maryland.

It was pointed out the move was in line with Amax's policy of operating its primary aluminium plants as joint projects with other companies. Before Pechiney pulled out of the US in 1983 the Intalco and Est-

also facilities were jointly controlled.

Mr Alan Born, Amax's chairman, said the sale did not reflect any reduction in the company's interest in primary aluminium but was part of a strategy to restructure its aluminium production capacity across a broad geographic base while maintaining its cost competitiveness.

The proceeds from the sale would be used for new hydro-based primary aluminium capacity. For example, a third pitline for the jointly-owned Becancour smelter in Quebec, Canada, is under consideration. "We are also actively pursuing greenfield opportunities on hydro-powered systems," said Mr Born.

UK shoe group steps out

By Maggie Urry in London

BRITISH Shoe Corporation, part of the Sears retail group and the largest shoe retailer in the UK, has launched a new chain of shoe shops called Cable & Co.

Mr Andrew Leslie, managing director of BSC's fashion shoe business, is hoping that the new chain will capture 1 per cent of the £2bn (\$3bn) shoe

retail market. Initially 10 shops will be opened in the next six weeks, and if successful Mr Leslie expects to build a national chain of 100 or more stores.

BSC is estimated to have had 22.8 per cent of the market in 1987, according to Verdict Research, a retail market research group.

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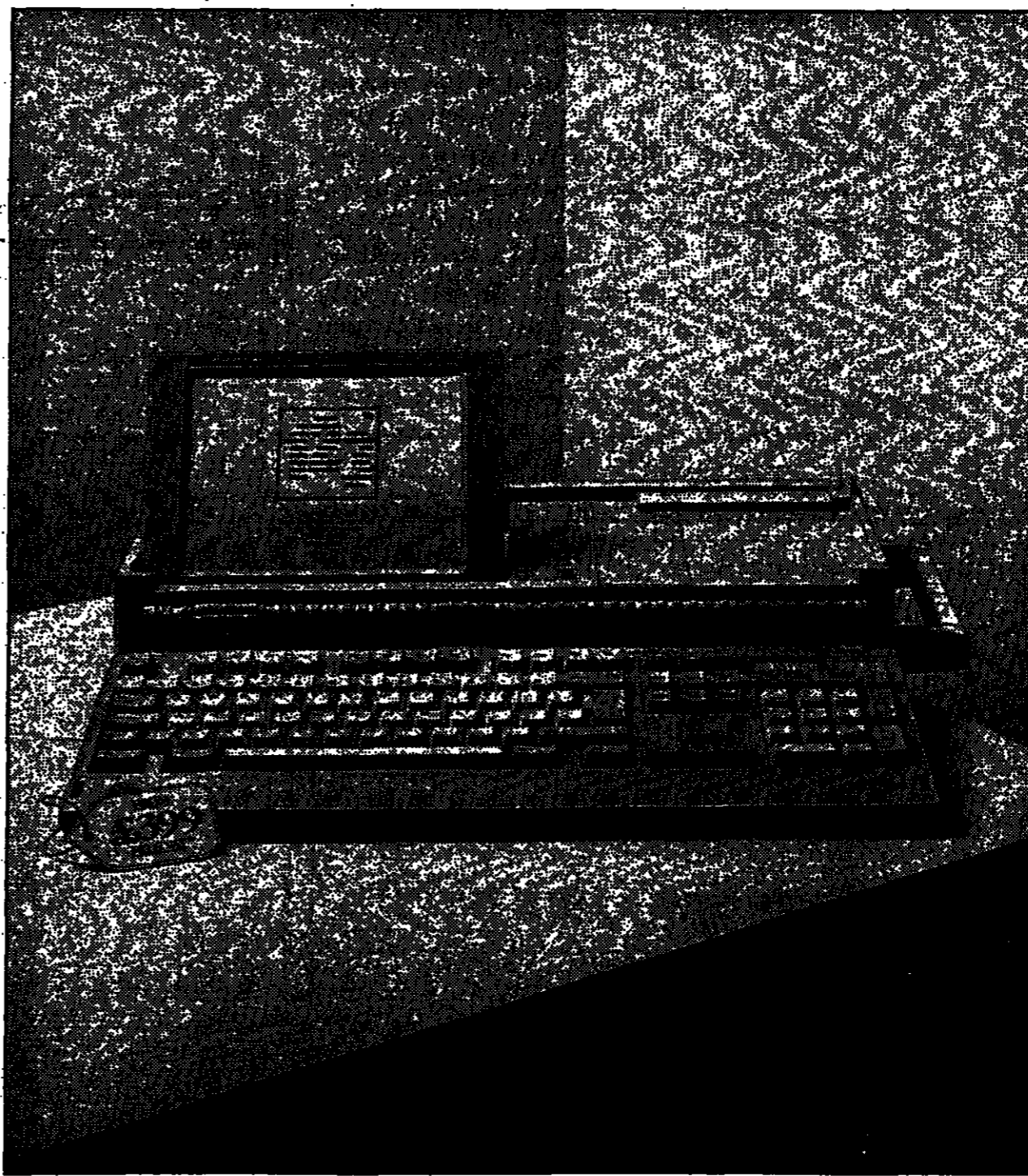
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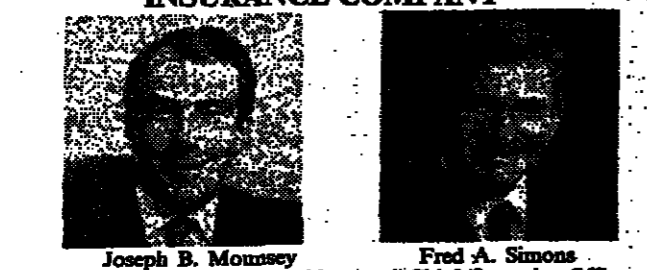
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ANNOUNCEMENTS

APPOINTMENT THE MANUFACTURERS LIFE INSURANCE COMPANY



Joseph B. Mounsey
Thomas A. Di Giacomo, President and Chief Executive Officer of The Manufacturers Life Insurance Company is pleased to announce the appointments of Joseph B. Mounsey to Executive Vice President, Insurance Operations and Fred A. Simons to Senior Vice President and General Manager, United Kingdom Operations.

Mr. Mounsey, formerly Senior Vice President and General Manager, United Kingdom Operations, will be responsible for the executive management of The Manufacturers worldwide operating insurance divisions; Canada, the United States, the United Kingdom, the Pacific Asia and Reinsurance. He will take up residence in Toronto at the beginning of 1989.

Mr. Simons, formerly Senior Vice President and General Manager, United States Operations will be responsible for the executive management of The Manufacturers Insurance Operations, the International Investment Office and Western Trust and Savings in the United Kingdom.

The Manufacturers Life Insurance Company is a major international financial institution, headquartered in Toronto, Canada, with assets exceeding \$21 billion (Canadian).

COMPANY NOTICES

CHEMICAL NEW YORK CORPORATION
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DUE OCTOBER 1997

In accordance with the provisions of the notes notes are hereby given that for the interest period from 17 October 1988 to 11 January 1989 the notes carry an interest rate of 4 1/2 per cent per annum. The interest payable on the notes interest payment date 11 January 1989 against coupon of 13 will be USD1102,000 per USD 20,000 note.

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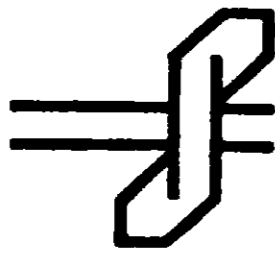
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October, 1988

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October 1988

INTERNATIONAL CAPITAL MARKETS

Dealers succumb to nerves ahead of US trade report

By Dominique Jackson

THE FALL of the US dollar on the foreign exchanges and growing nerves about today's US trade report for August combined to subside Eurobond market business yesterday.

Only a couple of new deals in the non-dollar sectors emerged. Eurodollar bonds saw some buying interest early in the day but finished with small net losses.

Bankers Paribas Capital Markets was the lead manager on a five-year C&T zero coupon bond for a Curaçao-based financing unit of parent Banque Paribas.

NEW INTERNATIONAL BOND ISSUES

Table with columns: Issuer, Amount in Millions, Coupon %, Price, Maturity, Face, and Week return. Includes entries for Canadian Dollars, Ecu, US Dollars, D-Mark, Swiss Francs, and Yen.

FT INTERNATIONAL BOND SERVICE

Large table listing international bond issues with columns for Issuer, Amount, Coupon, Price, Maturity, Face, and Week return. Includes sections for US Dollar, Yen, Swiss Francs, D-Mark, and other currencies.

Australian bank bond issue sets precedents

By Chris Sherwell in Sydney

THE National Australia Bank, one of the country's Big Four trading banks, yesterday set two notable precedents when it raised A\$900m (US\$415m) through the issue of 10-year subordinated bonds on the domestic market.

It was the country's first issue of 10-year stock, the longest-maturity on the Australian market - by a non-government institution. It was also the first issue of term subordinated debt to qualify under the Reserve Bank's capital adequacy guidelines released in August.

Yesterday's announcement followed NAB's separate US\$500m issue of 10-year Yankee bonds on the US market 23 days ago. It also comes in the wake of last month's sale of all its remaining loans to debt-scheduling countries.

The issue was priced at 13.25 per cent, 35 basis points over New South Wales Treasury Corporation benchmark stock. As a result of investor interest, it was increased to A\$900m from the originally intended A\$850m.

Mr John Astbury, NAB's general manager of treasury, described the offer as a benchmark for future issues, and said there was investor demand for prime quality, long-term corporate debt.

Australia has seen strong growth in its domestic corporate bond market over recent months, and especially over the past few weeks. The main reason is the federal government's announcement in its August budget of a fiscal surplus and a new public sector borrowing requirement in the current financial year.

The Reserve Bank's new capital adequacy rules, which give limited recognition to term subordinated debt, are another reason. In NAB's case, the bank's total capital resources now exceed the 8 per cent of risk-weighted assets required by the Reserve Bank.

Last month, ANZ Bank, another of the Big Four, announced a A\$900m issue of five-year, transferable certificates of deposit. This was too short-dated to qualify under the Reserve Bank's rules, but was another boost for the flagging domestic bond market.

Yesterday's issue by NAB was led by First Boston Australia and National Australia. The co-management group consisted of Dominique Barry, Samuel Hastings, Bain & Co and Chase AMP Acceptances.

ADB to assess Asian markets

A REGIONAL study of Asian securities markets is to be carried out soon in eight developing countries, the Asian Development Bank (ADB) said yesterday. AP-DJ reports.

Philadelphia fixes date for longer trade

THE Philadelphia Stock Exchange has announced it is to begin its extended morning trading session on January 20 next year.

French to securitise banking credits

FRENCH BANK credit securitisation is likely to start early next year, French government officials said yesterday, Reuters reports.

Handwritten signature or initials at the bottom of the advertisement.

INTERNATIONAL CAPITAL MARKETS

Setback for dollar puts US bond prices in a spin

By Janet Bush in New York and Stephen Fidler in London

US TREASURY bonds fell sharply yesterday in response to a plunge in the dollar, particularly against the yen, and nerves about today's release of US trade figures for August. Market sentiment was also hit by doubts about the impact of next month's quarterly refunding auction. The chances for the sale of a long bond at the auction have improved recently. At the New York mid-session, long dates maturities were quoted as much as 1/2 point lower. The yield on the Treasury's benchmark long bond rose to 8.92 per cent.

The main factor depressing bonds was a fall in the dollar to below 1130 on apparent nervousness about whether the US remains committed to supporting the US currency at around current levels. At New York's mid-session, the dollar was quoted at its session lows of 1128.55. In Tokyo, currency dealers speculated that the US may allow the dollar to slide again after its rally this year because of concern about the singleness of progress in cutting the trade deficit. Rumours surfaced that the August shortfall due today could be as much as \$12bn, compared with \$9.5bn in July.

Another negative influence was news that the Senate had passed a major tax correction bill late on Tuesday night which would give the Treasury unlimited authority to issue long bonds. The bill still has to go to a conference between the Senate and the House but the chance of a long bond has been considerably enhanced by the vote. The August trade figures are due at 1300pm London time today. Bond traders are clearly concerned that the current account deficit will fail to match with relatively good figures thrown up in July, when the dollar's value was at a peak.

GOVERNMENT BONDS

The current account was \$9.5bn in the red. A certain amount of uncertainty has also crept in ahead of the raft of indicators due out on Friday. Led by the September producer price index, these could potentially provide a number of shocks about the underlying rate of inflation.

WHILE most European bond markets wavered over the weak signals being sent by a weak US dollar and a sharply lower US bond market, Japanese bonds moved convincingly ahead. The dollar's weakness was the main market factor: the dollar dropped through 1130 for the first time since June and the Bank of Japan was not detected to be intervening in a convincing enough fashion to stem the fall.

Most of the action took place during the Tokyo day as dollar slips were encouraged by remarks from Mr Satoshi Sumitani, the governor of the Japanese central bank. Tokyo's firm tone was encouraged by reports of Bank of Japan buying of bonds. In London, the December contract on the London International Financial Futures Market rose by a point. The benchmark government bond, the number 10s with a 5 per cent coupon maturing in 1997, rose to be quoted in late trading at 4.75/74 cent, compared with 4.68 the previous day.

Paris SE considers charge for listings

By George Graham in Paris

IN AN attempt to reorganise its operating budget, France's Stock Exchange is considering the introduction of charges for companies wishing to list their shares on the market. Mr Gerard de la Martiniere, who took over as chief executive of the Paris bourse in June in the wake of heavy trading losses on the exchange's own reserve funds, said the market had to reconsider how it would cover its operating costs. These are currently met entirely by a levy on broking firms, linked to turnover.

He said the exchange would have to revise downwards its operating budget. It must also start to market its financial information. "We do not sell enough, and we do not sell it clearly enough," he said. But Mr de la Martiniere stressed the exchange had to reconsider the fact that companies issuing securities paid nothing towards the costs of the Paris exchange. The exchange has no listing charges, although companies must pay to have their share prices quoted in French daily newspapers - and many companies complain of a "rocket" over financial advertising. Even brokers sponsoring the introduction of a company have only recently begun to charge directly for the service, receiving instead commission on the shares introduced.

One senior Paris broker said: "The French love getting their services free." On the London Stock Exchange, in contrast, a company with a market capitalisation of say £25m (\$40m) on its introduction would have to pay an initial fee to the exchange of £71,420, with an annual charge for its listing of £18,640 thereafter. The fees are halved for foreign companies. Mr de la Martiniere said the level of operating costs would be an essential point in the competition between different financial markets. He added that, at the moment, Paris' costs appeared to be near the average.

Issue tests for Canadian bonds Ted Jackson reports on Ottawa's switch to the auction system

Ted Jackson reports on Ottawa's switch to the auction system

The auction or not to auction? The question has been under assessment by those responsible for the Canadian Government's bond distribution system for the past five years. Since auctioning a two-year bond in September 1983, the Department of Finance has gradually increased to about 60 per cent the proportion of government debt which is distributed by the method. The innovation has been so successful that observers have begun to wonder why Ottawa doesn't auction all its bonds. The alternative is the traditional allotment approach, whereby a proportion of the issue is allotted to each of more than 50 primary distributors.

The Government pays distributors a commission ranging from 0.52 to 0.56 per cent of the value for selling their bonds, with the largest investment dealers being allotted about 12 per cent of a typical issue. Before 1983, all Canadian government bonds were distributed by this method, with the exception of an abortive experiment with two auctions more than 25 years ago. Critics of the status quo - often characterised as a typical Canadian compromise - want to see still greater use of auctions as a fairer and more cost-efficient marketing method. There is no reason for Ottawa to continue paying commissions to brokers through the traditional allotment system, they argue, pointing south to the US where all government bonds are auctioned.



Brian Mulroney, commanding lead over rivals

Smaller securities firms with no allocation under the present system to individual traders in some of the larger dealing firms. To become a primary distributor, dealers have to undergo a two- to three-month initial reporting process. A number of American and Japanese firms are currently believed to be doing just this. Certainly, the allotment system constitutes an invaluable cash generator for primary distributors at a time when stock market margins generally are under pressure. More than half of the 70 member firms on the Toronto Stock Exchange lost money in the first six months of this year, with overall second-quarter profits plunging to C\$8.6m (US\$6m) from C\$87m in the corresponding 1987 period.

With the Government deeply in deficit, the flow of new state bonds remains substantial.

And despite far greater volumes, commission rates are essentially the same as they were 20 years ago. For a larger dealer allotted the maximum 12 per cent share of government issues, commission earnings from distributing federal bonds in 1987 would have been between C\$3m and C\$7m. Supporters of the allotment system feel a complete switch to auctions is impractical because of the relatively small size and inactivity of the Canadian bond market. They say allotment is needed to encourage firms to improve market liquidity by committing capital to the bond trading business. Mr Vaughan O'Regan, securities department chief at the Bank of Canada - the Department of Finance's fiscal agent - points out that the desire to keep future allotments high acts as an incentive to dealers to maintain their auction bids at competitive levels. "If we go to all auction, the market could adjust their bids downwards to include commission," he argues. Another reason for maintaining a distribution syndicate, Mr O'Regan feels, is to ensure that a broad distribution of bonds is consistently achieved. "Some of the smaller regional firms might not have the resources to put in winning bids if we went to an all auction system," he says. None the less, Mr O'Regan does not rule out the possibility that Ottawa may end up auctioning all its bonds. "It is conceivable that Canada will

one day go over to an all auction system."

As for recent trading trends, the Canadian bonds have benefited substantially from the Canadian dollar's 9 per cent advance this year. Foreigners have been flocking in and, if current trends continue, the market is set to attract more than C\$15bn in foreign funds this year. That would be the second best performance of the decade, being surpassed only by 1985's record C\$22bn in foreign investment. So far this year, about US\$8bn in global bond funds have been floated in the US, with Canada receiving more than its fair share of this cash source. Mr Jamie Kiernan, president of Goldman Sachs Canada, said yesterday: "Managers of these funds have been investing primarily in the high-yielding currency and they have bought Canada pretty aggressively." According to Salomon Brothers, the Canadian government bond market has been the second-best performing debt market in the world this year - after Australian bonds - garnering a total return of more than 15 per cent in US dollars. The recent call by Mr Brian Mulroney, Prime Minister, for a November 21 election and his dramatic turnaround in the public opinion polls has reinforced a strong rally in the Canadian dollar. An opinion poll on Tuesday gave Mr Mulroney and his Progressive Conservatives a commanding lead over the two rival opposition parties, the Liberals and the New Democrats.

Adviser named in HK bank sale

By John Elliott in Hong Kong

MORGAN Grenfell was yesterday appointed by the Hong Kong Government as its financial adviser to assist in the sale of the Hang Lung Bank, which the Government has owned since the bank collapsed in 1983. About 12 banks, mostly from outside the colony, are believed to have expressed (in the past) an interest in buying the bank. The bank's other potential bidders will be approached by Morgan Grenfell when it has prepared a memorandum of information. Morgan Grenfell was chosen from about 10 applicants. The Hang Lung, one of the colony's smaller banks with net assets totalling HK\$350m (US\$44.8m), has more than 25 branches in Hong Kong. These are likely to attract bidders as it is impossible now to obtain a multi-branch licence from the Government. In August the bank announced a small profit of HK\$1.4m for the year to last March.

Bank of Tokyo to expand units

By Our Financial Staff

THE BANK of Tokyo will boost the capital of its securities subsidiaries in New York and London to enable an expansion of overseas brokerage operations, a bank official said yesterday. BOT Securities, the US unit, will triple its capital to \$30m and hire more staff to expand Treasury bond dealing operations. Bank of Tokyo Capital Markets, the bank's UK arm, will double its capital and hire traders to promote multiple currency bond trading. Earlier, a significant stumbling block to a share sale was removed when a £1.4m claim against the bank was dropped by liquidators of Dollar Credit and Finance, once closely associated with the Hang Lung. The sale is unlikely to be completed until early next year. It will leave only one retained bank in government hands - the Overseas-Chinese Bank, which is unlikely to be put on the market for some time.

BENCHMARK GOVERNMENT BONDS

Table with columns: Coupon, Bid, Price, Change, Yield, Week ago, Month ago. Rows include UK GILTS, US TREASURY, JAPAN, GERMANY, FRANCE, CANADA, NETHERLANDS, AUSTRALIA.

THE West German market recovered early small losses to finish the day nearly unchanged, basically undisturbed by the Bank of England's repurchase agreement.

The Bundesbank effected a new repurchase agreement to replace funds being drained from the market by the maturity of a repurchase pact. The Bundesbank only added DM16bn, with nearly \$18.5bn draining from the market. Although this was less than expected, it had little effect on market prices since domestic liquidity appears to be adequate.

LONDON MARKET STATISTICS

RISES AND FALLS YESTERDAY

Table showing Rises and Falls Yesterday for British Funds, Corporations, Dominions and Foreign Bonds, Industrials, Financial and Properties, Plantations, etc.

LONDON RECENT ISSUES

Table showing London Recent Issues for Equities, Fixed Interest Stocks, and Rights Offers.

LONDON TRADED OPTIONS

Large table showing London Traded Options for various stocks and indices, including Call and Put options.

FT-ACTUARIES SHARE INDICES

These indices are the joint compilation of the Financial Times, the Institute of Actuaries and the Faculty of Actuaries

Table showing FT-Actuaries Share Indices for various equity groups and sub-sections as of Wednesday October 12 1988.

FIXED INTEREST

Table showing Fixed Interest rates for various maturities and types of bonds.

AVERAGE GROSS REDEMPTION YIELDS

Table showing Average Gross Redemption Yields for various government and corporate bonds.

TRADITIONAL OPTIONS

Table showing Traditional Options for various stocks and indices.

Operating Index: 1821.2, 10 am 1829.1, 11 am 1829.5, Noon 1828.7, 1 pm 1826.4, 2 pm 1825.4, 3 pm 1819.1, 3.30 pm 1811.2, 4 pm 1811.7. 1 Flat yield. Rights and loans record, base dates, values and construction changes are published in Stocky News. A list of market-makers is available from the Publishers, The Financial Times, Cannon Street, London EC4A 3DF, price 15p, by post 30p.

UK COMPANY NEWS

Leasing side boosts Avis Europe

By Andrew Hill

THE EXPANSION of its leasing activities in the second half of 1987 helped boost profits at Avis Europe, car leasing and rental group, from a revised £29.5m to £26m before tax in the half-year to August 31. Leasing profits rose 40 per cent from £5.25m to £7.34m. Revenue more than tripled to £70.4m (£23.1m), with the lower margins attributed to continuing integration of new acquisitions.

Since February, Avis's owned and managed fleet of vehicles has risen from 79,000 to 87,000, of which 50,000 are in the UK. The company's long-term plan is for leasing and rental business to generate an equal proportion of group profits.

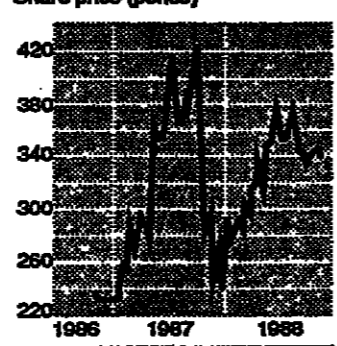
Mr Alan Cathcart, chairman, said yesterday: "Our mission now is to dominate the full service leasing market in Europe, achieving the same position we have in car rental. I think we can continue to grow our leasing business very dramatically over the next five years."

The group is particularly interested in expanding its activities in West Germany, which Mr Cathcart described as "one of the greatest areas for improvement and development".

In the first half, vehicle rental profits rose to £24.7m (£21.7m) on revenue of £146m (£137m), from an average of 45,000 (37,000) rental cars. Vehicle distribution made £30.2m (£26.6m) on sales of £90.6m (£78.9m).

Mr Cathcart said the weak US dollar led to a 10 per cent drop in first-half business from US visitors to Europe, who normally account for 7 per cent of annual rental revenue. However, he said a marketing programme had boosted southern European leisure rentals and northern European commercial business, partially offsetting the slump in transatlantic business.

Avis Europe



Group turnover was up 29 per cent to £307m (£239m) and earnings per share advanced from 12.1p to 13.5p.

The group declared an interim dividend of 4p (3.5p).

COMMENT
The quality of Avis's business

and the inexorable spread of its valuable brand-name cannot be denied. The group opened 66 new outlets during the period, and the promised expansion of the leasing business will provide increased stability through longer term corporate contracts. There are also plans for further extension of Cell-rent, the cellular telephone rental arm, which would add value to core rental and leasing operations as well as generating business in its own right.

Despite these positive signs, Avis Europe's shares look expensive. Yesterday they fell 8p to 380p, but forecast profits of £88m before tax in the full year still put them on a prospective multiple approaching 13, a premium to agencies (the sector where the group is listed), motor groups, competitors like T Cowie, and - stretching a point - British Airways, which also relies on recurring commercial custom.

Suitors up stakes at Travis & Arnold

By Philip Coggan

THE BATTLE for control of builders' merchant Travis & Arnold remained unresolved after the rival bidding parties both announced increased stakes yesterday.

Sandell Perkins, which has the agreement of the Travis board for its all-share offer, announced that at the first closing date it had received total acceptance of 49.2 per cent, and valid acceptances of 47.6 per cent, of the Travis equity.

However, Meyer International said that it had acquired a further 5.7 per cent of Travis increasing its stake to 35.4 per cent. Meyer has made a 65p per share cash offer, with a convertible preference share alternative.

The twin announcements coincided with a sharp fall in Travis's share price to 486p, down 66p.

Sandell's shares rose 4p to 265p, valuing its offer for five offers at 44p, including a special dividend of 10p. Meyer's shares fell 4p to 385p.

Meyer's offer hits its first closing date on Saturday and it issued a statement yesterday urging those who accepted the Sandell offer to withdraw their acceptances.

It received approval for its offer at a special extraordinary general meeting yesterday and Mr Oscar de Ville, chairman, said that the group would continue to buy Travis shares.

Mr Tim Perkins, Sandell Perkins chairman, said that "to have gained acceptances in excess of 45 per cent by the first closing date is an achievement which clearly vindicates the board of Travis & Arnold."

However, Meyer pointed out that directors, families and associates committed 29.3 per cent of the Sandell acceptances.

Analysts said that the odds still favoured a Sandell victory.

Rush & Tompkins shares rise as Higgs & Hill reveals stake

By Nikki Tait

SHARES IN Rush & Tompkins, property developer and contractor, jumped 26p to 227p yesterday on news that Higgs & Hill, building and property group, has acquired a 14.9 per cent stake.

The shares had already risen on Tuesday, on news that OVS Investment, the Australian company controlled by Mr Dick Pratt, had sold a 9.9 per cent stake. Yesterday's announcement from Higgs &

Hill confirmed that it had picked up this interest - which leaves OVS holding a remaining 2.99 per cent - but the company was unable to say where the remaining shares had come from.

Higgs & Hill said it viewed the purchase "as a good opportunity to invest in an established company operating in similar property and construction markets". It added that it had "no present intention" of

making a full bid for Rush & Tompkins.

The two companies have made initial telephone contact since the announcement, but beyond noting the contents of Higgs & Hill's statement, Rush said it had little to add. Family shareholders speak for just under one-fifth of the equity, and Govett Strategic, investment trust, last had a declared shareholding of about 18 per cent.

Weak mortgage market hits Abbey Life

By Nick Bunker

ABBEY LIFE, the UK's second largest unit-linked life insurer, has seen sales growth slacken since the summer, because the slow-down in the housing market has held back mortgage-related new life business. In addition unit trust sales have remained very low.

However Mr Michael Hepher, chairman, said yesterday that the group was still confident about its prospects and was raising its interim dividend 20 per cent to 3.5p.

The shares weakened 10p to close at 296.5p, against a back-

ground of investor anxiety about the impact on the whole sector of weak mortgage-related sales and Inland Revenue plans to raise its tax take from the industry.

Abbey's new annual premium business grew 34 per cent to £57.2m in the six months to June 30, driven by strong sales of pensions, Mortgage Master life policies and Living Assurance.

Single premium new business fell more than 40 per cent to £67.5m in the same period, reflecting the negative effect of

last October's stock market crash on demand for equity-linked lump-sum investments.

Mr David Baggeley, finance director, said yesterday that Abbey was expecting "reasonable growth in the second half."

As the mortgage market weakened, Abbey was redirecting its sales associates to focus on pensions, Living Assurance and CoverMaster.

COMMENT
Speculative hysteria, inspired by rumour that a European bid for Abbey was imminent, drove

the group's share price above 340p in midsummer. Now the market appears to be moving to the opposite extreme, marking the shares down on hardly surprising news of slackening new business growth. Investors' current difficulty in appraising life shares is that so many imponderables have gathered about the sector. Fears that the Revenue could be looking for an extra £30m in tax may be overdone, but life assurance taxation is so arcane that the stock market can hardly reach an informed view by itself about the potential impact of the Revenue's proposals. And, as yet, it is unclear whether the industry's sales of new-style personal pensions will make up for a downturn in mortgage-related new business. With lack of some hard data on both subjects may emerge from Legal & General's third-quarter new business figures, expected today, and from the Association of British Insurers' soon-to-be-published document responding to the Revenue's life taxation discussion paper.

Gold Fields calls for speedy decision on bid reference

By Kenneth Gooding, Mining Correspondent

MR RUDOLPH Agnew, chairman of Consolidated Gold Fields, yesterday urged the UK government to reach a speedy decision on whether the hostile £2.5bn bid from Minoro, South African controlled investment company, should be referred to the Monopolies Commission.

"Time is of the essence," he declared. "There is no point in looking at the issues after the event. The real pressure on us now is whether the authorities will do the right thing in the right time."

Mr Agnew acknowledged that the timing of the bid, when the UK Parliament was in recess and the party conference season in full flood, had not helped Gold Fields' cause.

However, he suggested that the company had established since the bid was made three weeks ago three major areas of concern: the possible leak of information that the offer was

to be made; that South African control might be damaging to Gold Fields' subsidiaries and that the absorption of Gold Fields by Minoro would weaken competition in the gold market.

"Knowledgeable people are listening to our arguments," said Mr Agnew. "These are serious issues and we have established them as such."

Meanwhile, Minoro yesterday said it believed the allegations contained in the law suit filed by Gold Fields and Newmont Mining in New York late on Tuesday to be "totally without merit."

The suit, which also names Minoro's two major South African shareholders, Anglo American Corporation and De Beers, charges that Minoro's bid violates Federal securities and anti-trust laws. Minoro said it was reviewing the complaint "but we are confident it is a cosmetic one."

Meanwhile, Minoro has been buying Gold Fields shares in the market where they have been languishing below the bid price. Minoro could hit its stake in Gold Fields from 29.99 per cent to 29.99 per cent under the terms of the Takeover Code.

Aitken sells unit trust side

By Andrew Hill

AITKEN HUME, the financial services group currently undergoing painful restructuring, has sold its unit trust operations to Aberdeen Trust Holdings, a private fund management company, for £5m in cash.

Aitken wants to concentrate on the development of its banking and portfolio management activities. The unit trust side, Sentinel Investment Man-

agers and Sentinel Funds Management, had been up for sale since March.

Mr Emmanuel Olympitis, chief executive, said Aitken expected to sell Sentinel Life, its life insurance subsidiary, by the end of the financial year to March 1989, at a price near to its appraisal value of £13.5m.

The unit trust companies manage about £145m of assets, £55m of which belong to Sentin-

nel Life and are managed under a 13-month contract. Buyers of the life company would have to give a further six months notice if they wished to recover the management of these assets from Aberdeen Trust.

Yesterday's acquisition will increase Aberdeen Trust's funds under management from £155m to £300m.

Pleasurama circular

Pleasurama has sent another circular urging shareholders to reject Mecca Leisure's offer.

London & Assoc


London & Associated Investment Trust, property and investment group, announced improved pre-tax profits of £387,000 in the six months to June 30 against £371,000 previously.

An interim dividend of 0.13p (0.125p adjusted) is declared, payable from earnings per 10p share of 0.71p (0.7p).

Revenue for the period was £713,000 (£668,000).

Company	Current payment	Date of payment	Corres. pending (pence)	Total for year	Total last year
Abbey Life	3.5	Dec 15	3	4.35	4.35
Aitken Hume	0.13	Jan 9	1.08	2.25	1.8
British Electric	1.8	Nov 18	1.4	4.2	4.2
Castle Cement	4.2	Dec 2	4	7.2	4
Johnson Group	3	Dec 14	3	6	10
Kingston Oil/Gas	0.025	Dec 5	1.28	1.305	4.78
Lawrence (W)	2	Jan 3	0.225	2.225	2.225
London & Assoc	0.13	-	12	12	18
Mecca Leisure	0.5	Nov 23	4.65	5.15	6.65
Taylor & Francis	1.5	Dec 14	1.5	3	3
UEF	2.01	Dec 1	2.5	4.51	5

Dividends shown pence per share not amount where otherwise stated. Equivalent after allowing for stock splits. For details increased by rights and/or acquisition issues, £100m stock, £500,000 stock, £100m market.



Avis Europe plc

INTERIM RESULTS FOR THE HALF YEAR TO 31 AUGUST 1988

	Half Year to 31 August 88	Half Year to 31 August 87	Year to 29 February 88
	£m	£m	£m
Revenue	307.3	238.9	486.5
Profit before taxation	35.0	29.5	54.6
Earnings per share	13.5p	12.1p	22.6p
Dividend	4.0p	3.8p	9.0p

"We will continue our corporate expansion through a programme of strong organic growth, strategic acquisition and through the provision of the best possible service to our customers.

We have completed a very successful six months of trading and the Directors look forward to the full year's results with confidence."

ALUN CATHCART, Chairman and Chief Executive

The comparative results for the half year to 31 August 1987 have been restated to combine the results of the Group with the results of C. D. Bramall P.L.C. and its subsidiaries for the period.

The half year figures above are unaudited and accounting policies are as stated in the last annual accounts.

If you would like a copy of the Interim Report, please write to: The Secretary, Avis Europe plc, Avis House, Station Road, Bracknell, Berkshire RG12 1HZ.

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3i HAS MORE IN-DEPTH knowledge of providing mezzanine finance than any other UK organisation.


We've participated in transactions totalling nearly £1 billion. And invested over £110 million in recent deals through our City Office alone.

What's more, there is no shortage of funds.

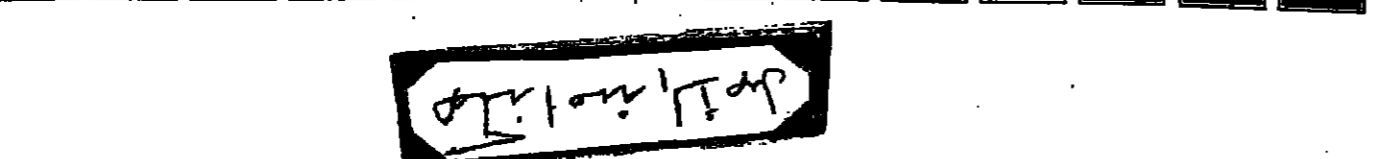
Some of the mezzanine investments have been held wholly by 3i, others have been underwritten by 3i and then syndicated with other institutions.

This is a specialist field requiring the sophisticated treatment that 3i, with its financial engineering skills and understanding of risk minimisation, can readily provide.

Whether you're responsible for a major acquisition, management buy-out or any other leveraged transaction where mezzanine finance is required, talk to Alan Walker at 3i. You'll find him on 01-928 7822, or by writing to 3i plc, 91 Waterloo Road, London SE1 8XP.



Registered in the conduct of investment business by 3i.



FT UNIT TRUST INFORMATION SERVICE

AUTHORISED UNIT TRUSTS

Table listing various unit trusts such as Abbey Unit Trust, Aetna Unit Trust, and others, including their names, managers, and performance data.

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I.G. INDEX LTD, 9-11 GROSVENOR GARDENS, LONDON SW1W 0BD. Tel: 01-828 7233/5699. Reuters Code: IGIN, IGI0.

CROSSWORD No. 6,758 Set by DANTE

Crossword puzzle grid with numbers indicating starting positions for clues.

- ACROSS: 1 Lorraine's companion (6), 4 Once said to be a bishop (8), 10 Sea creature in flower (7), 11 Ended series, having exceeded time allowed (7), 12 Satisfied with a quarter measure (4), 13 Visible signal (10), 14 Back numbers at a musical performance (6), 16 It's more his sort of bravery (7), 20 How happy cowboys might be? (7), 21 New organisation takes blame for cover up (8), 24 Having a diploma might give one a nice title (10), 28 Unrepeatable start of fairy story (4), 29 Club retainer who used to drag his wife along (7), 29 I'd sent a replacement as a substitute (7), 30 Come into force (5), 31 Eddy tore out between five and ten (6).

- DOWN: 1 He raises unnecessary fears of a mistral storm (9), 2 Somehow resent accepting little bribe (9), 3 Cut some French meat up (4), 5 He's concerned with his image, being badly tailored (6), 6 Votry an important issue (6), 7 Type of brush undergrowth (6), 8 Ann set out for French town (6), 9 Cut, cut hard (6), 14 Same agents, but different actors adopt them (6-5), 17 New neck cord starts tight (9), 18 Fed up with Caine Mutiny showing contempt of authority (8), 19 Something we can well do without at the end of a book (8), 22 Gardening accessory that's old hat (6), 23 A revealing series of pictures (6), 25 Polite sort of servants (5), 27 Go slow going round the capital (4).

Solution to Puzzle No. 6,757. A crossword puzzle grid with the words filled in.

Table listing unit trusts such as Aetna Unit Trust, Aetna Unit Trust, and others, including their names, managers, and performance data.

Table listing unit trusts such as Aetna Unit Trust, Aetna Unit Trust, and others, including their names, managers, and performance data.

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GUIDE TO UNIT TRUST PRICING. The data included under the Authorised section of the FT Unit Trust Information pages is being restricted to improve the service to readers and to conform with new legislation.

Handwritten signature or mark at the bottom of the page.

Handwritten note: 10/13/88

FT UNIT TRUST INFORMATION SERVICE

Main table containing unit trust information for various UK companies, including names, addresses, and financial data.

INSURANCES

All Family Life

Table listing insurance companies and their unit trusts, including details like 'All Family Life' and 'All Family Life'.

OTHER UK UNIT TRUSTS

Table listing other UK unit trusts, including names like 'British Equities' and 'Cent. of Fin. of Church of England'.

FT UNIT TRUST INFORMATION SERVICE

Company Name	Address	Phone	Investment Focus	Current Value	Change
Norwich Union Asset Management Ltd	PO Box 124, Norwich NR1 1LS	0693 65396	UK Shares	100.00	+0.50
Prudential Capital Life Assurance Co Ltd	Prudential House, 110 St Vincent St, Glasgow G2 2JL	041 221 221	UK Shares	100.00	+0.20
Royal Heritage Life Assurance Ltd	100 St Vincent St, Glasgow G2 2JL	041 221 221	UK Shares	100.00	+0.10
Shield Assurance Ltd	40 St Andrew St, Edinburgh EC1 2JL	031 441 441	UK Shares	100.00	+0.30
Scottish Life Assurance Co Ltd	100 St Vincent St, Glasgow G2 2JL	041 221 221	UK Shares	100.00	+0.40
See Life of Canada (UK) Ltd	110 St Vincent St, Glasgow G2 2JL	041 221 221	UK Shares	100.00	+0.15
Capital House Fund Mgrs - Cash	Capital House, 110 St Vincent St, Glasgow G2 2JL	041 221 221	UK Shares	100.00	+0.25
UK Life Assurance Ltd	110 St Vincent St, Glasgow G2 2JL	041 221 221	UK Shares	100.00	+0.10
Scottish Widows' Group	110 St Vincent St, Glasgow G2 2JL	041 221 221	UK Shares	100.00	+0.35
Standard Life Assurance Company	110 St Vincent St, Glasgow G2 2JL	041 221 221	UK Shares	100.00	+0.20
See Alliance Assurance Group	110 St Vincent St, Glasgow G2 2JL	041 221 221	UK Shares	100.00	+0.15
Adrian Insurance Brokers Life & Fund	110 St Vincent St, Glasgow G2 2JL	041 221 221	UK Shares	100.00	+0.10
Atticus Financial Services Ltd	110 St Vincent St, Glasgow G2 2JL	041 221 221	UK Shares	100.00	+0.25
David H. Aaron (Personal Fin. Plan) Ltd	110 St Vincent St, Glasgow G2 2JL	041 221 221	UK Shares	100.00	+0.15
J. D. Ward Financial Services Ltd	110 St Vincent St, Glasgow G2 2JL	041 221 221	UK Shares	100.00	+0.20
Yorkshire & Lancashire Investment Ltd	110 St Vincent St, Glasgow G2 2JL	041 221 221	UK Shares	100.00	+0.10
UK Listed	110 St Vincent St, Glasgow G2 2JL	041 221 221	UK Shares	100.00	+0.30
Offshore and Overseas	110 St Vincent St, Glasgow G2 2JL	041 221 221	UK Shares	100.00	+0.15

0111 1111 1111

FT UNIT TRUST INFORMATION SERVICE

LONDON SHARE SERVICE

Table of FT Unit Trust Information Service, listing various unit trusts such as Financial International Ltd, Royal Life Ltd, and others, with columns for Name, Price, and Yield.

Table of LONDON SHARE SERVICE, including sections for BRITISH FUNDS, BRITISH FUNDS - Cont'd, FOREIGN BONDS & RAILS, AMERICANS, INT. BANK AND O'SEAS GOVT STERLING ISSUES, CORPORATION LOANS, COMMONWEALTH & AFRICAN LOANS, and LOANS.

OTHER OFFSHORE FUNDS

Table of OTHER OFFSHORE FUNDS, listing various offshore investment funds with columns for Name, Price, and Yield.

Table of Money Market Trust Funds and Money Market Bank Accounts, listing various financial products and their details.

Money Market Trust Funds
Money Market Bank Accounts
UNIT TRUST NOTES

CURRENCIES, MONEY AND CAPITAL MARKETS

FOREIGN EXCHANGES

Further dollar decline

THE DOLLAR broke through significant support levels in Far East trading yesterday, and hovered nervously within a narrow range after a much lower start to the European trading session.

exchange rate index fell from 98.0 to 97.5.

Sterling continued to gain strength from a growing perception that interest rates are likely to remain as high as necessary to support the pound, and bear down on inflation.

small losses against its major trading partners. Apart from the D-Mark, against which the pound finished unchanged at DM3.1800, sterling slipped to Y225.25 from SF225.00 and SF72.6850 from SF72.6850.

The D-Mark showed increasing fundamental support as it approached Y70.00. Most dealers expect this level to hold, pointing out that last time the D-Mark broke below this level, West German interest rates were increased, and the D-Mark recovered to Y73.00 within a fortnight.

FINANCIAL FUTURES

A generally weak tone

STERLING AND dollar interest rate contracts weakened on 14th yesterday. Doubts about the ability of December short sterling to remain above a technical resistance point of 88.36 were fuelled, as traders saw little prospect of a cut in bank baserates, in spite of the strong pound.

and touched 88.36, before closing at the day's low of 88.28, compared with 88.38 on Tuesday.

dealers showed increasing concern about the dollar's decline. A vote by the Senate, which will enable the US Treasury to issue a long bond in November, also weighed on the market.

Fears that today's US trade figures for August will show a widening deficit, and accelerate the dollar's fall, added to the mood of nervousness.

Table with columns for 'LIVE US TREASURY FUTURE CONTRACTS', 'LIVE EURO EXCHANGE RATE FUTURES', 'LIVE US EXCHANGE RATE FUTURES'. Includes contracts like 12M LIBOR, 24M LIBOR, 36M LIBOR, 6M T-BILL, etc.

Table with columns for 'LIVE EURO EXCHANGE RATE FUTURES', 'LIVE US EXCHANGE RATE FUTURES'. Includes contracts like D-Mark, Yen, Swiss Franc, etc.

Table with columns for 'LIVE US EXCHANGE RATE FUTURES', 'LIVE EURO EXCHANGE RATE FUTURES'. Includes contracts like Eurodollar, Euroyen, Eurosterling, etc.

EUROPEAN OPTIONS EXCHANGE

Table of European options exchange data including series (GOLD, SILVER, etc.), bid/ask prices, volume, and last trading prices for various options contracts.

EMS EUROPEAN CURRENCY UNIT RATES

Table showing EMS European Currency Unit rates for various currencies including Belgium, France, Germany, Netherlands, etc.

£ IN NEW YORK

Table showing the exchange rate of the British Pound (£) against the US Dollar (\$) in New York, with columns for bid and ask prices.

POUND SPOT-FORWARD AGAINST THE POUND

Table showing Pound spot and forward rates against the Pound, including columns for US, Canada, Netherlands, Germany, etc.

DOLLAR SPOT-FORWARD AGAINST THE DOLLAR

Table showing Dollar spot and forward rates against the Dollar, including columns for UK, France, Netherlands, Germany, etc.

LONDON CLIFFED

CHICAGO

Tables showing financial data for London and Chicago, including interest rates and market indicators.

Tables showing financial data for Chicago, including interest rates and market indicators.

BASE LENDING RATES

Table showing base lending rates for various banks and financial institutions.

STERLING INDEX

Table showing the Sterling Index and its components.

CURRENCY RATES

Table showing various currency rates for different regions.

CURRENCY MOVEMENTS

Table showing currency movements and exchange rates for various countries.

OTHER CURRENCIES

Table showing exchange rates for other currencies like Australian Dollar, Canadian Dollar, etc.

EURO-CURRENCY INTEREST RATES

Table showing Euro-currency interest rates for various denominations and terms.

EXCHANGE CROSS RATES

Table showing cross exchange rates between different currencies.

MONEY MARKETS

UK rates firmer

INTEREST RATES were slightly firmer on the London money market yesterday, in spite of the continued strength of the pound.

ties virtually unchanged. Three-month bills were quoted at 7.30-7.15 p.c., compared with an average yield of 7.18 p.c. at Tuesday's tender.

FT LONDON INTERBANK FIXING

Table showing FT London Interbank Fixing rates for various currencies.

NEW YORK MONEY RATES

Table showing New York Money Rates for various currencies.

LONDON MONEY RATES

Table showing London Money Rates for various currencies.

BUSINESS LAW

EC joins extraterritoriality club

FOR OVER 20 years, the European Court refrained from affirming the Commission's claim that it can prosecute foreign companies for anti-competitive behavior that has taken place outside of the Community.

AD. Neale and M.L. Stephens, International Business and National Jurisdiction, Oxford University Press, 1988.

Equities extend losses in late deals

NERVOUS SELLING in the London equity market gathered pace in late trading yesterday following unimpressive developments in Tokyo and New York.

Table with columns: Date, Volume, Value, etc. for various stock indices.

but both traders and institutions appeared unwilling to extend positions in the face of the batch of domestic and US news due before the end of the week.

At the close, the FT-SE Index was 24 points down at 1264.3, a touch above the day's low.

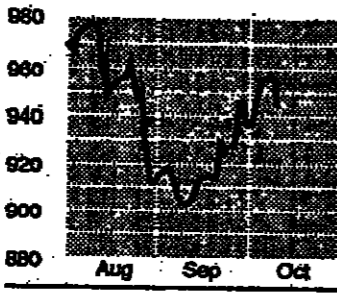
The generally gloomy background cast a cloud even over the speculative issues.

Consolidated Gold Fields fell again as the group's suit against Minorco's £2.6bn bid in the US courts appeared to increase the likelihood of prolonged takeover struggle.

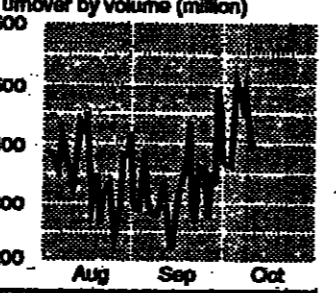
MB opens nominees box

MB Group, formerly Metal Box, was one of the leading stocks to resist the market's malaise.

FT-A All-Share Index



Equity Shares Traded



Arnold (T & A) hotted up, with shares of the last-named stock slumping 65 to 495p as it looked increasingly likely that the S & P offer would win the day.

The slide came as S & P revealed it had received acceptance from holders of 48.2 per cent of T & A shares and had extended its share-swap offer to October 24.

Rival bidder Meyer International, offering 600p a share in cash, later announced it had bought a further 2.04m T & A shares at the bid price, increasing its stake to 35.2 per cent.

S & P closed 4 higher at 265p, while Meyer were finally that amount down at 385p.

Heavy Lonrho trade

The plot thickened in Lonrho amid heavy business, including a record trade of 5m shares which, double-counted, raised the day's volume to 24m.

money was still on Bond Corporation building a shareholding, but most traders doubted whether the Australian group has yet reached the 5 per cent disclosure limit.

International stocks bore the full brunt of the market's diverse worries. Dealers were particularly worried about the weak US dollar and the short-term prospects for the Japanese equity market.

ICI was reasonably steady, losing just 7 to 1017p amid talk that the securities house Goldman Sachs may have adopted a more positive stance on the company.

Construction and house-builders came in for a bout of part-taking George Wimpey dropped 8 to 274p.

After Tuesday's intense excitement, Sears quietened down as turnover fell to 8.9m shares (26m).

Reports that Cable & Wireless, via its Mercury subsidiary, is seeking a cellular telephone licence came as a surprise to the market.

Life assurances were strongly sold, with Abbey Life

finally 9 1/2 off at 296p despite the satisfactory interim and new business figures for the third quarter.

Brewery stocks held up, buoyed by the sector's speculative issues.

Disclosure that directors of Matthew Hall are involved in discussions which could lead to a bid helped take the shares up 36 to 176p.

Still awaiting culmination of management buyout plans at InverGordon Distillers, in which it holds 65 per cent.

Analysts' views of an undemanding rating after the good interim results encouraged support for Alexandra Workwear, up 13 at 173p.

Other losers were Johnston Group, down 15 at 390p behind the mid-term statement, and Danphix, which fell 7 more to 128p.

Construction and house-builders came in for a bout of part-taking George Wimpey dropped 8 to 274p.

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FINANCIAL TIMES STOCK INDICES

Table with columns: Index Name, Oct 12, Oct 11, Oct 10, Oct 7, Oct 6, Year Ago, High, Low, Since Compilation.

Table with columns: Index Name, Oct 11, Oct 10, Oct 7, Oct 6, Year Ago, High, Low, Since Compilation.

London Report and latest Share Index: Tel. 0898 123001

TRADING VOLUME IN MAJOR STOCKS

Table with columns: Stock Name, Value, Daily Price Change, etc.

to buy its 12.5 per cent stake. Fleetscrum fell 5 to 205p amid nervousness towards the end of the trading account.

Trusthouse Forte was active again, ending the day a penny better at 264 1/2p after turnover of 5.3m.

With the help of IC Stockmarket Letter each week you can start to adjust your portfolio to the new circumstances.

We'll show you how to act - when to move.

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We'll show you how to act - when to move.

RTG set fair

Racal shares came under pressure and slipped 6 to 311 1/2p on turnover of 3.5m as the market registered minor disappointment with the details of its forthcoming flotation of a 20 per cent stake in Racal Telecommunications Group (RTG) later this month.

Dealers and analysts generally applauded the issue price: "They are not being greedy, just sensible given the current state of markets around the world" commented one trader.

Builder's battle

The battle between Sandell & Peckham (S & P) and Meyer International to win control of builders merchants Travis &

Changes at Guinness Brewing

Mr Alfons Walter, formerly technical director of Guinness and Brewing subsidiary of the Guinness subsidiary in Northern Ireland, has been appointed managing director of GUINNESS BREWING INTERNATIONAL.

Mr Paul Gilman, previously regional director for Nigeria and Ghana, becomes managing director of Guinness Malaysia.

Mr Andrew Haggart, previously regional director for Africa and the Indian Ocean, has been appointed regional director for the Far East, Australasia and the Caribbean.

Mr Paul Gilman, previously general manager for the on-trade marketing with Guinness Brewing in Great Britain, has been appointed marketing director.

NEW HIGHS AND LOWS FOR 1988

Table listing new highs and lows for various stocks in 1988.

APPOINTMENTS

Mr Trevor Green, chairman and managing director of Ref International, has been made a non-executive director of SHEPHERD ENGINEERS.

Mr Keith Howell has been promoted to director of finance at MAXLEY. Mr Mike Moxon has been given main board responsibility for all the UK and Continental European companies.

Mr R.A. Smythers has been appointed managing director of WILLIAM MCCOCH & CO (BIRMINGHAM), a member of the Bowthorpe Holdings group.

Mr J.F. DONELON & CO has promoted Mr Steve Fellowes to commercial director.

Mr David R. King has joined the board of DYNAMIT NOBEL (UK).

Mr Judy Atkinson has been appointed commercial director of RHM FOODS' soft drinks group.

Mr Lloyd BANK has appointed Mr Peter Brumden as assistant general manager, bank relations, international banking division in succession to Mr Geoffrey Bigham who has retired.

At PROVIDENCE CAPITOL LIFE ASSURANCE Mr John Baker has become finance director and Mr Alan Parsonson has been made general manager of Providence Capital Fund Managers.

Mr Ralph Baber has been appointed managing director of CAL FUTURES and CAL INVESTMENTS. Mr M. Wilson-Williams is made company secretary of both companies.

Mr T.G. Kemp, an associate director, has become a director of JAMES LATHAM.

Expert advice on the Stockmarket - FREE for 4 weeks

Stockmarket conditions have changed radically since October 1987. You may be tempted to see only the uncertainty and become mesmerised into inactivity.

With the help of IC Stockmarket Letter each week you can start to adjust your portfolio to the new circumstances.

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Subscription form for IC Stockmarket Letter with fields for name, address, and payment details.

LONDON SHARE SERVICE

AMERICANS - Contd

Table with columns for Stock, Price, and Change. Lists various American companies such as Alcoa, American Express, and IBM.

CANADIANS

Table with columns for Stock, Price, and Change. Lists various Canadian companies such as Alcan, Inco, and Northern Telecom.

BANKS, HP & LEASING

Table with columns for Stock, Price, and Change. Lists financial institutions and leasing companies.

BUILDING, TIMBER, ROADS Contd

Table with columns for Stock, Price, and Change. Lists companies in the construction and infrastructure sectors.

CHEMICALS, PLASTICS

Table with columns for Stock, Price, and Change. Lists chemical and plastic manufacturing companies.

DRAPERY AND STORES

Table with columns for Stock, Price, and Change. Lists retail and drapery companies.

ELECTRICALS

Table with columns for Stock, Price, and Change. Lists electrical engineering companies.

ELECTRICALS - Contd

Table with columns for Stock, Price, and Change. Continuation of electrical companies.

Table with columns for Stock, Price, and Change. Continuation of electrical companies.

Table with columns for Stock, Price, and Change. Continuation of electrical companies.

ENGINEERING

Table with columns for Stock, Price, and Change. Lists engineering companies.

ENGINEERING - Contd

Table with columns for Stock, Price, and Change. Continuation of engineering companies.

Table with columns for Stock, Price, and Change. Continuation of engineering companies.

Table with columns for Stock, Price, and Change. Continuation of engineering companies.

INDUSTRIALS (Misc.)

Table with columns for Stock, Price, and Change. Lists various industrial companies.

INDUSTRIALS (Misc.) - Contd

Table with columns for Stock, Price, and Change. Continuation of industrial companies.

Table with columns for Stock, Price, and Change. Continuation of industrial companies.

Table with columns for Stock, Price, and Change. Continuation of industrial companies.

Table with columns for Stock, Price, and Change. Continuation of industrial companies.

INDUSTRIALS (Misc.) - Contd

Table with columns for Stock, Price, and Change. Continuation of industrial companies.

Table with columns for Stock, Price, and Change. Continuation of industrial companies.

Table with columns for Stock, Price, and Change. Continuation of industrial companies.

Table with columns for Stock, Price, and Change. Continuation of industrial companies.

FOOD, GROCERIES, ETC

Table with columns for Stock, Price, and Change. Lists food and grocery companies.

HOTELS AND CATERERS

Table with columns for Stock, Price, and Change. Lists hotel and catering companies.

INSURANCES

Table with columns for Stock, Price, and Change. Lists insurance companies.

LEISURE

Table with columns for Stock, Price, and Change. Lists leisure companies.

Handwritten scribble at the bottom of the page.

LONDON SHARE SERVICE

LEISURE - Contd

Table of Leisure stocks including Leisure Group, Leisure Investments, Leisure Properties, etc.

PROPERTY

Table of Property stocks including Property Finance, Property Investments, etc.

TEXTILES - Contd

Table of Textiles stocks including Textile Finance, Textile Investments, etc.

TRUSTS, FINANCE, LAND - Contd

Table of Trusts, Finance, and Land stocks including Finance, Land, etc.

OIL AND GAS - Contd

Table of Oil and Gas stocks including Overseas Traders, etc.

MINES - Contd

Table of Mines stocks including Central Rand, Eastern Rand, etc.

MOTORS, AIRCRAFT TRADES

Table of Motors and Aircraft Trades stocks including Commercial Vehicles, Components, etc.

PROPERTY

Table of Property stocks including Property Finance, Property Investments, etc.

TEXTILES - Contd

Table of Textiles stocks including Textile Finance, Textile Investments, etc.

TRUSTS, FINANCE, LAND - Contd

Table of Trusts, Finance, and Land stocks including Finance, Land, etc.

OIL AND GAS - Contd

Table of Oil and Gas stocks including Overseas Traders, etc.

MINES - Contd

Table of Mines stocks including Central Rand, Eastern Rand, etc.

NEWSPAPERS, PUBLISHERS

Table of Newspapers and Publishers stocks including Newspaper Investments, etc.

PROPERTY

Table of Property stocks including Property Finance, Property Investments, etc.

TEXTILES - Contd

Table of Textiles stocks including Textile Finance, Textile Investments, etc.

TRUSTS, FINANCE, LAND - Contd

Table of Trusts, Finance, and Land stocks including Finance, Land, etc.

OIL AND GAS - Contd

Table of Oil and Gas stocks including Overseas Traders, etc.

MINES - Contd

Table of Mines stocks including Central Rand, Eastern Rand, etc.

PAPER, PRINTING, ADVERTISING

Table of Paper, Printing, and Advertising stocks including Paper Investments, etc.

PROPERTY

Table of Property stocks including Property Finance, Property Investments, etc.

TEXTILES - Contd

Table of Textiles stocks including Textile Finance, Textile Investments, etc.

TRUSTS, FINANCE, LAND - Contd

Table of Trusts, Finance, and Land stocks including Finance, Land, etc.

OIL AND GAS - Contd

Table of Oil and Gas stocks including Overseas Traders, etc.

MINES - Contd

Table of Mines stocks including Central Rand, Eastern Rand, etc.

SHOES AND LEATHER

Table of Shoes and Leather stocks including Shoe Investments, etc.

PROPERTY

Table of Property stocks including Property Finance, Property Investments, etc.

TEXTILES - Contd

Table of Textiles stocks including Textile Finance, Textile Investments, etc.

TRUSTS, FINANCE, LAND - Contd

Table of Trusts, Finance, and Land stocks including Finance, Land, etc.

OIL AND GAS - Contd

Table of Oil and Gas stocks including Overseas Traders, etc.

MINES - Contd

Table of Mines stocks including Central Rand, Eastern Rand, etc.

SOUTH AFRICANS

Table of South African stocks including South African Investments, etc.

PROPERTY

Table of Property stocks including Property Finance, Property Investments, etc.

TEXTILES - Contd

Table of Textiles stocks including Textile Finance, Textile Investments, etc.

TRUSTS, FINANCE, LAND - Contd

Table of Trusts, Finance, and Land stocks including Finance, Land, etc.

OIL AND GAS - Contd

Table of Oil and Gas stocks including Overseas Traders, etc.

MINES - Contd

Table of Mines stocks including Central Rand, Eastern Rand, etc.

REGIONAL & IRISH STOCKS

Table of Regional and Irish stocks including Irish Stocks, etc.

TRADITIONAL OPTIONS

Table of Traditional Options including 3-month call rates, etc.

A selection of options traded is given on the London Stock Exchange Report Page. This service is available to any company that is on the Stock Exchange throughout the United Kingdom for a fee of 50p per annum for each security.

COMMODITIES AND AGRICULTURE

Zinc climbs to record on London Metal Exchange

By Kenneth Gooding, Mining Correspondent

THE LONDON Metal Exchange price of zinc for delivery in three months reached a record \$1,395 yesterday to coincide with publication of two important studies which predict a buoyant future for base metals.

The pendulum is now swinging away from precious metals back to base metals. For many mining companies the margins that can be obtained from their base metal activities could exceed that now being obtained from mining gold.

After touching \$1,395 a tonne at one point, the three-month price eased a little to close at \$1,389, up \$15 on the day. Wolff suggests that the tight supply situation will continue throughout 1989 and the zinc price will average \$1,280 next year.

Increase in coffee pact quota predicted

By David Blackwell

AN ADDITIONAL 2m bags of coffee is likely to be added to the International Coffee Organisation's 56m-bag total world export quota in the next few weeks, according to E.D. & F. Man, the London trading house.

Klöckner caught out by oil fall

Steven Butler on the West German group's heavy trading losses

THE HEAVY losses in oil trading declared yesterday by Klöckner, the West German trading group, came as little surprise to the oil market.

The Organisation of Petroleum Exporting Countries said yesterday that its price monitoring and long-term strategy committees would meet in Madrid on October 20. The meeting will be attended by oil ministers from Indonesia, Saudi Arabia, Algeria, Venezuela, Nigeria, Kuwait, Iran, and Iraq.

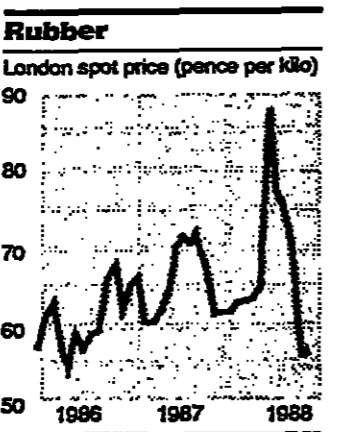
not have been trading entirely on its own account. It has become rare for oil traders in the forward oil markets to take big one-way positions, which essentially amounts to placing a bet on which way oil prices will move.

The logical answer is that Klöckner thought it knew something about developments in the market that other traders did not know, and this has raised suspicions, which cannot be verified, of an Arab connection.

Rubber fall surprises traders

By Wong Sulong in Kuala Lumpur

RUBBER PRICES are now back to where they were at the start of the year, after falling sharply in response to a lack of buying interest in major markets in recent weeks.



interest from western consumers after the summer holidays did not materialise, probably due to the fact they are still digesting the bumper stock deliveries," said a Malaysian Rubber Exchange official.

EC announces plans to cut beef and sheep spending

By Tim Dickson in Brussels

AFTER MONTHS of internal deliberation, the European Commission finally came forward yesterday with plans for curbing expenditure in the beef and sheep regimes, plus a proposal for dealing with the sensitive question of New Zealand butter.

Moscow seeks grain pact extension

THE SOVIET Union has handed U.S. officials a draft proposal which calls for a one-year extension of the long-term grain agreement with the United States.

The following are the main points of the proposal. The amount of beef which the Community will in future be prepared to buy in any one year will be fixed at 200,000 tonnes except in exceptional circumstances (to be defined by the Commission) or when there is a significant reduction in market prices.

its promise to phase out the popular variable slaughter premium in Great Britain, an aim which it hopes to achieve fully by 1993.

The Soviet Union would also undertake to purchase either 2m tonnes of grain, for a total of 10m tonnes, or substitute 1m tonnes of soyabean and/or meal, lowering the minimum to 5m tonnes.

WORLD COMMODITIES PRICES

LONDON MARKETS

GOLD prices rose in the afternoon on short-covering. Dealers said the weakness of a dollar against the yen prompted some buying from Japanese operators.

Table of LONDON METAL EXCHANGE prices for various metals including Aluminium, Copper, Lead, Nickel, Tin, and Zinc.

Table of COCOA prices for various grades and origins, including Cote d'Ivoire, Ghana, and Indonesia.

Table of RUBBER prices for various grades and origins, including Malaysia and Thailand.

US MARKETS

A SHARP decline in the dollar and news about a greater than expected trade number helped metal markets rally, reports Donald Burman Lambert.

Table of CRUDE OIL prices for various grades and origins, including Brent, WTI, and Arabian.

Chicago

Table of SOYABEAN and WHEAT prices for various grades and origins.

SPOT MARKETS

Table of SPOT MARKETS prices for various commodities including Petroleum, Gas, and Metals.

COFFEE

Table of COFFEE prices for various grades and origins, including Arabica and Robusta.

POTATOES

Table of POTATOES prices for various grades and origins.

WHEAT

Table of WHEAT prices for various grades and origins.

NEW YORK

Table of NEW YORK prices for various commodities including Gold, Silver, and Copper.

PLATINUM

Table of PLATINUM prices for various grades and origins.

SILVER

Table of SILVER prices for various grades and origins.

GRAINS

Table of GRAINS prices for various commodities including Wheat, Corn, and Soybeans.

BARLEY

Table of BARLEY prices for various grades and origins.

WHEAT

Table of WHEAT prices for various grades and origins.

WORLD

Australian wool prices have continued to rise, though rather more gradually than last week. There is no lack of demand for wool.

LONDON METAL EXCHANGE TRADED OPTIONS

Table of LONDON METAL EXCHANGE TRADED OPTIONS prices for various metals.

INDEXES

Table of INDEXES prices for various market indices.

WHEAT

Table of WHEAT prices for various grades and origins.

WHEAT

Table of WHEAT prices for various grades and origins.

WORLD STOCK MARKETS

CANADA

Table of Canadian stock market data including Toronto 4pm prices for October 12, listing various stocks and their prices.

MONTREAL

Table of Montreal stock market data for October 12, listing local stocks and their prices.

INDICES

Table of various stock indices including DOW JONES, NEW YORK, CANADA, and TOKYO, with columns for date, high, low, and change.

CANADA

Table of Canadian stock market data for October 12, listing major indices and their values.

NEW YORK ACTIVE STOCKS

Table of active stock prices in New York, listing stock symbols, prices, and changes.

TOKYO - Most Active Stocks

Table of most active stock prices in Tokyo, listing stock symbols, prices, and changes.

Advertisement for 'Travelling on Business?' featuring Hotel Craxar, Holiday Inn, and Intercontinental Hotel.

Large advertisement for 'Have your F.T. hand delivered in Germany' with contact information for Frankfurt.

Advertisement for 'Have your F.T. hand delivered in Germany' with contact information for Lisbon & Porto.

Advertisement for 'Have your F.T. hand delivered in Germany' with contact information for Lisbon & Porto.

Advertisement for 'Have your F.T. hand delivered in Germany' with contact information for Lisbon & Porto.

Main table of world stock markets listing data for Australia, France, Germany, Italy, Sweden, Switzerland, South Africa, and Japan.

Vertical text on the left margin including 'il fall', 'ading losses', and 'Moscow seek grain pact extension'.

NYSE COMPOSITE PRICES

Table of NYSE Composite Prices listing various stocks with columns for High, Low, and Change. Includes a 'Continued from previous page' note.

OVER-THE-COUNTER

Monday national market, 3pm prices October 12

Table of Over-the-Counter prices listing various stocks with columns for High, Low, and Change.

Notes explaining the data in the NYSE Composite Prices table, including definitions for 'High', 'Low', and 'Change'.

AMEX COMPOSITE PRICES

4pm prices October 12

Table of AMEX Composite Prices listing various stocks with columns for High, Low, and Change.

Advertisement for Hotel Zurich, featuring the text 'While in Zurich enjoy your complimentary copy of the Financial Times as a guest of the Hotel Zurich'.

AMERICA

Dollar doubts prompt Dow decline

Wall Street

EQUITIES tumbled yesterday amid nerves about the reported bankruptcy of a Japanese real estate company and worries about today's US trade figures, which caused substantial selling of the dollar, writes Janet Bush in New York.

William Proxmire, chairman of the influential Senate Banking Committee, asking him for his views on the potentially negative impact of the dollar's rally this year on the US trade balance.

securities house in New York said it believed these rumours were unsubstantiated, the equity market was extremely nervous.

Texas Air dropped 1 1/4% to 14 1/4%. The company announced yesterday that it was selling its Eastern Airline shuttle to Mr Donald Trump, the New York real estate developer, and would make a \$20m profit on the sale.

ASIA PACIFIC

Firm yen partly offsets NTT effect

Tokyo

THE YEN'S sharp rise against the dollar helped share prices recover to some extent in late trading after they had fallen throughout the day under pressure from the forthcoming issue of NTT shares, writes Michiko Nakamoto in Tokyo.

DEALING in the shares of News Corporation Limited begins on the Hong Kong stock exchange today, forming yet another link in the media group's chain of listings on major stock markets around the world, writes Michael Murray in Hong Kong.

Mr Richard Sarazen, News Corp finance director, said that by the end of November the company's shares would be trading in Tokyo, and in the future would be listed in Zurich, Geneva, Frankfurt, Brussels and Toronto.

lier weakness, leaving no clear pointer for Australian shares. At this stage the market seems to wait for further direction which will hopefully come with the release of the US trade deficit figures tomorrow, said brokers BZW Meares.

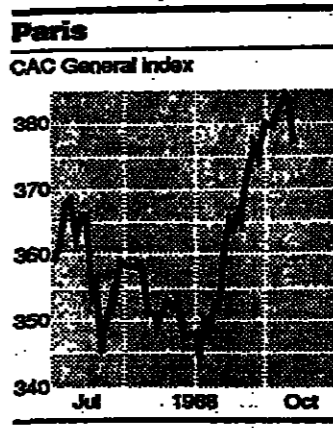
W German bourse faces test caused by Klöckner

EUROPE

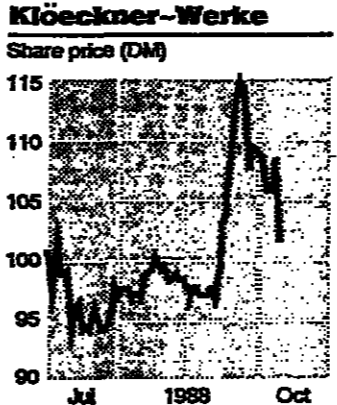
Spectre of US trade data casts shadow on bourses

Any longer impact will depend on the rescue set up by Deutsche Bank to keep the company operating, Deutsche Bank's share price fell DM10.70 to DM527.30 on the news.

NERVOUSNESS about corporate developments and the US trade deficit figures due today left most leading bourses mixed to lower yesterday, writes Our Markets Staff.



5 per cent stake. Perrier was up FF125 at FF1,160 as 23,000 shares changed hands in further speculative activity.



Share price (DM) Klöckner-Werke. The market was already in a slightly nervous mood over today's US trade figures, while the downward in the dollar and overnight losses on Wall Street had not helped.

per cent in Klöckner-Werke and about 40 per cent of KHD. If it were forced into distress sales of the holdings, it would hold 11 for their share prices.

STOCKHOLM trading ends steady to lower with a list of activity. A few companies accounted for a large amount of turnover, which rose to almost SEK400m.

FT-ACTUARIES WORLD INDICES

Table with columns for National and Regional Markets, Wednesday October 12 1988, Tuesday October 11 1988, and Dollar Index. Rows list various countries and regions with their respective indices and percentage changes.

Walter Lawrence Interim Results. An increase of 68% in profit before taxation. Turnover: 109,123 (1988) vs 93,715 (1987). Profit before taxation: 7,019 (1988) vs 4,186 (1987). Earnings per share: 9.2p (1988) vs 6.0p (1987). Dividend per share: 2.00p (1988) vs 1.25p (1987).

Base values: Dec 31, 1986 = 100; Finland: Dec 31, 1987 = 115.037 (US \$ index), 90.791 (Pound Sterling) and 94.94 (Local). Copyright: The Financial Times, Goldman, Sachs & Co., Wood Mackenzie & Co. Ltd. 1987. Spanish market closed Oct. 12.

Walter Lawrence PLC, Lawrence House, Pishobury, Sawbridgeworth, Herts CM21 0AE